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About Us

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

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 psychologically safe and healthy workplace.

February

This month AHS celebrates Black History.

Racism and discrimination exist in our healthcare system and we need to take steps to do better to foster inclusion, connection and collaboration. We know it will take all of us standing together to ensure people and patients feel safe, included and respected. If you experience or witness acts of racism or discrimination, please refer to the [Respectful Workplaces and Prevention of Harassment & Violence Policy](#) (login required for Insite access).

In recognition of Black History Month, and with partnership between AHS Diversity & Inclusion, Ethnic Minorities Workforce Resource Group, and Talent Acquisition, a number of activities have been planned for Black History Month. Details on events are outlined below:

Have your say in guiding the work of the AHS Anti-Racism Advisory Group

- This includes developing an anti-racism action plan for AHS. Your feedback is essential as we continue



Black people continue to thrive in the society due to our resilience, but our resilience is not permission for racial discrimination to continue to happen at the individual and systemic level. – Osayi Oke-Ifidon, AHS Diversity & Inclusion.



to look for ways to further address racism and discrimination at AHS. You can provide your input through

- an [anonymous survey](#) or by participating in a [focus group](#).
- For more information on the activities of the Anti-Racism Advisory Group or for resources on how you can contribute to a safer and more inclusive workplace at AHS, visit our [Insite page](#) or email diversityandinclusion@ahs.ca.

Webinar: “Why Black History Month?”

- During this webinar you will learn about past and present reasons why we celebrate Black History Month in Canada. Recording will be made available on the [Diversity and Inclusion page](#).

Our People Survey Lunch &

Learn: Supporting Black History Month

- Topic: Significant Contributions of Black People to the Canadian

Wear a pink shirt and take a stand against bullying.

Feb. 24 is Pink Shirt Day – an [anti-bullying campaign](#) that supports people in taking respectful actions to stop bullying. The past year has been hard for all of us, and more than ever, we need to show kindness, compassion, respect, and empathy towards one another. You can support Pink Shirt Day and spread the message of kindness by sharing our newly designed *Kindness Changes Everything* [e-card](#).

Here are a few other ideas to get involved and stand up against bullying:

- Order and wear a [Pink Shirt Day button](#) or [AHS branded pink t-shirt](#)
- Wear something pink to show support and post a picture of yourself [on Insite](#)

Healthcare System: A Focus on Alberta.

- When: Feb. 25, noon to 1 p.m.
- Register: Go to MyLearningLink and search “Our People Survey” in courses and registrations.

Our People Podcast

In these podcasts, we recognize Black History Month by learning about the experience of black people in AHS.

- Podcast Part A – Feb. 19
- Podcast Part B – Feb. 22
- You can listen to these and all of Our People Podcasts at: <https://soundcloud.com/ahs-communications/sets/our-people-strategy/s-RpdsW>



- Join an upcoming [Worker-to-Worker Behaviour Continuum Webinar](#)
- Use a [pink background for Zoom](#)
- Post and distribute resources found on the [Respectful Workplaces](#) and [Diversity and Inclusion](#) Insite pages

We encourage you to [be an ally](#) and [supportive bystander](#). Please take a stand against bullying. Help us [Change the Conversation](#) on disrespectful behaviour and continue to find ways to spread the message of kindness every day of the year.

March

International Women’s Day (March 8th)

In celebration of International Women’s Day, watch for “Doc of the Week” in the CMO & CMIO Weekly Notice to shine the light on women physicians leading change in healthcare.

Artist’s Corner

Bell Let’s Talk Event

Jan. 28 the Medical Leader Network hosted a Bell Let’s Talk Event, “Self-care for Leaders”. AHS’s own **Aaron Russell** was our ‘visual DJ’, live capturing a graphic recording on Zoom as we discussed this important topic.

Use these resources to inspire discussion about self-care on your team:

- What are your ‘go to’ self-care strategies and activities?
- Is there anything you do at work for self-care?



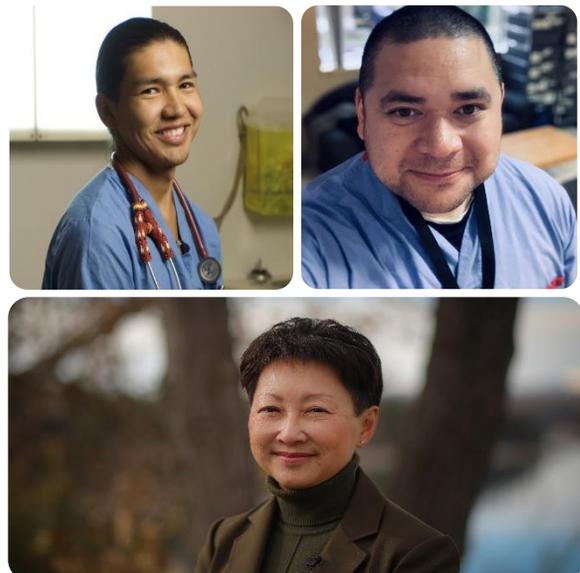
- How do you **recognize** when your self-care strategies aren’t working?
- What do you **do** when your self-care strategies don’t seem to be working?

Team Spotlight

AHS physicians make Canadian power list.

Congratulations to Dr. Alika Lafontaine Anesthesiologist, Dr. James Makokis, former chair of the AHS Wisdom Council, and Dr. Verna Yiu, AHS President and CEO selected as recipients of The Medical Post’s 2021 Power List – a selection of 30 Canadian doctors chosen by Medical Post journalists that demonstrate their impact and influence to address complex problems that the healthcare system faces.

For more information on the recipients visit: canadainhealthcarenetwork.ca.



Resources for Physicians

The Worker-to-Worker Behaviour Continuum

With a focus on anti-bullying, we are featuring **The Worker-to-Worker Behaviour Continuum** which outlines different types of behaviour, ranging from respectful behaviour, to disrespect, harassment, and violence, and the impact to workers' mental and physical health. We have heard from leaders that this is a powerful resource in defining behavior boundaries to achieve a respectful workplace.

Download and share the [poster](#) and [booklet](#).

Resources for anti-racism in leadership

The following articles and podcasts were recommended in a panel discussion on the topic in our Medical Leader Network in October.

- Peggy McIntosh, "[White Privilege: Unpacking the Invisible Knapsack](#)"
- Dr. Marcia Anderson, "[The Imperatives of Anti-Racism in Leadership](#)"
- Brene Brown, "[Inclusivity at work](#)"

Upcoming Events

Physician Wellness Zoom Rooms

Date: Tuesday, February 23, 2021, 5-6 p.m.

Topic of focus: Anti-bullying (with graphic recording by Aaron Russell)

Date: Tuesday, March 9, 2021, 5-6 p.m.

Topic of focus: Moral distress

Date: Tuesday, March 23, 2021, 5-6 p.m.

Topic of focus: The positive effects of poetry and music on wellness during the pandemic

Zoom Link:

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

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



Well Doc AB

Well Doc Alberta is offering Physician Peer Support Training for physician groups who want to develop a formalized peer support team.



Physician & Family Support Program

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