



Healthy Albertans.
Healthy Communities.
Together.

MD Culture Shift

April 2024

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.

April 2024 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

April 2024 AHS Celebrating Health

- [National Caregiver Day](#) – April 2
- [National Medical Laboratory Professionals Week](#) – April 14 - 20
- [National Volunteer Week](#) – April 14 - 20
- [Earth Day](#) – April 22
- [Administrative Professionals Day/Week](#) – April 24 and April 22 – 26
- World Autism Acceptance and Neurodiversity Awareness Month

Upcoming Courses/Sessions

- MD Culture Shift Community of Practice – April 17
- Critical Leadership Conversations - April 18 to May 2

Upcoming Events

- PLUS 4W: Fundamentals for Women in Leadership – April 17
- 31st Annual Rural and Remote Medicine Conference – April 18 - 20
- Addiction & Mental Health Knowledge Bites – May 24
- 2024 Canadian Conference on Physician Leadership – May 24 & 25

For Your Information

- What's Your Balance?
- Wellness4MDs Program
- Well Doc Alberta Bulletin

Resource Information

- Well Doc Alberta & PFSP contact information
- MD Culture Shift contact information

April 2024 Celebrating Health

National Caregiver Day – Apr. 2

April 2 was National Caregiver Day (NCD) and AHS is joining Carers Canada in recognizing caregivers in our province.

A Family Caregiver is any person (family, friend, neighbor, or chosen family) who takes on a generally unpaid caring role and provides emotional, physical, or practical support in response to physical and/or mental illnesses, disabilities, or age-related needs. In some contexts, they may be referred to as Designated Family Support Persons.

Ways that you can help celebrate NCD and learn more about supporting caregivers:

Work through the award-winning videos and training module called Caregiver Centered Care – Foundational found on [MyLearningLink](#).

Participate in events:

- [Carers Canada](#):
 - **April 2**: Valuing Caring: The Patient, the Health System, and the Economic Benefits of Caregiving.
 - **April 2**: Valuing Caring: The Impact of Caregiving on Personal Growth and Relationships.
- [IFIC Canada](#):
 - **April 2**: Valuing Family Caregivers and their Caregiving: Family Caregivers are Vital Resources in Integrated Care.
- Glenrose Rehabilitation Hospital's [Alberta Caregiver College for Family Caregivers of Brain Injury and Stroke Survivors](#):
 - **April 30**: Physiological Aspects of Brain Injury and Stroke
 - **May 2**: Communication Strategies for Caregivers related to Brain Injury and Stroke
 - **May 2**: Functional and Mobility Issues after Brain Injury and Stroke
 - **May 7**: Cognitive and Emotional Changes related to Brain Injury and Stroke
 - **May 9**: Caring for the Caregiver and Community Resources

National Medical Laboratory Week – Apr. 14 to Apr. 20

National Medical Laboratory Week is our chance to recognize the critical role that medical laboratory professionals play in the healthcare system.

From April 14 – 20 we're proud to celebrate the incredible laboratory staff that support Albertans at Alberta Precision Laboratories. From the frontline staff providing high-quality patient care, to our talented Combined Laboratory and X-Ray technicians, to the laboratory scientists and physicians producing the

diagnostic results needed to provide excellent and efficient patient care, lab professionals are a keystone of our healthcare system.

For more information click [here](#)

National Volunteer Week – Apr. 14 to Apr. 20

National Volunteer Week is April 14 to 20. Help us celebrate the many contributions of our amazing volunteers!

In 2023, our AHS registered volunteers gave a total of over 671,000 hours. Programs supported by the dedicated efforts of our volunteers include Patient Visitation, Emergency Support, Wayfinding, Revenue Generation, Clinic Support, Patient / Family Advisors and Research support.

Our volunteers make a world of difference in the lives of patients, families and staff across the province. They play an important role in delivering quality patient and family-centred care to Albertans.

Please take a moment to share your appreciation for volunteers on [Thanks For Caring](#) or by using the hashtag #NVW2024 on social media.

Earth Day - Apr. 22

Earth Day is an annual event celebrated on April 22. Worldwide, various events are held to demonstrate support for environmental protection. First celebrated in 1970, Earth Day events in more than 193 countries are now coordinated globally by the Earth Day Network.



The Earth Day 2024 theme is Planet vs. Plastics, which focuses on a commitment to end plastics for the sake of human and planetary health, demanding a 60 percent reduction in the production of plastics by 2040.

In recognition of Earth Day, being recognized on April 22, AHS' Office of Sustainability would like to remind AHS staff it's never too late to do their part to help at home or at work. To help, we're sharing a [Reduce Your Carbon Footprint Check List](#) of what everyone can do to help our impact on the environment.

We also encourage staff to have a look at AHS' recently updated Environmental Sustainability Policy on [Insite](#).

Visit [Office of Sustainability](#) for more information on initiatives AHS has undertaken to further reduce our greenhouse gas (GHG) emissions, our environmental footprint and costs.

Administrative Professional Day/Week – Apr. 22 to 26

Thank you to our administrative professionals who help keep AHS running smoothly! Your contributions to the organization help us to successfully provide exceptional patient care.

Administrative Professionals Day is on April 24, it is celebrated annually on the last Wednesday in April.

This annual celebration – originally known as National Secretaries Week – started in 1952 as a way to recognize the contributions of administrative support staff and attract people to the profession. The name was changed to Administrative Professionals Week in 2000 to reflect changing responsibilities and titles.

[Send an eCard](#) or visit [Employee Appreciation](#) for more ideas on how you can show your gratitude to an administrative professional.

Administrative professionals spend much of their day in the office. Here are some tips and tricks that may come in handy for everyone!

- [Office Ergonomics](#)
- [Tips for Eating Healthy at Work](#)
- [Managing Job Stress](#)



World Autism Acceptance and Neurodiversity Awareness Month

April is Autism acceptance and neurodiversity awareness month. [Here](#) is what's going on through the month in various locations across Alberta!



Read how Neurodiversity in doctors and its impact on their profession, by Dr. Catriona McVey, published on the UK Royal College of Psychiatrists [webpage](#).

Also refer to the Canadian Medical Association Journal, “*Untapped Potential: Embracing Neurodiversity in Medicine*” article by Diana Duong and Lauren Vogel [here](#).

Upcoming Courses and Sessions

Courses to Support a Trauma-Informed Workplace – 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 – 1:30 p.m.**

or 4 – 5:30 p.m. Content will be covered in the first hour followed by an optional half hour for open discussion.

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.

These courses are an Accredited Group Learning Activity (Section 1) as defined by the Maintenance Certification Program of the Royal College of Physicians and Surgeons of Canada.

TILT:
May 7

TACT:
May 14

TIPS:
April 23
May 23

**Note, that there are no 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.

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.



Co-led by Dr. Florence Obianyor and Dr. Charlie Chen, AHS Physician Advisors, Diversity, Wellness, and Development



You are invited to attend the next CoP meeting on **Apr. 17 from 12 – 12:50 p.m.** via MS Teams.

Future CoPs are scheduled the third Wednesday of every month. If you would like to attend and be part of ongoing CoP meetings, please email mdcultureshift@ahs.ca. We look forward to seeing you!

Critical Leadership Conversations: Module 3

The focus of our third course in the Critical Conversations series is to assist medical leaders in developing the skills they need to have effective development or periodic review conversations with their front-line physicians or other leaders who report to them.

There will be four one-hour virtual lecture sessions between March 21 to May 2.

This course is eligible for Section 3 CME credits.

Upcoming dates and registration:

Thursday, April 18	4:30-5:30 p.m.	Register here
Thursday, May 2	4:30-5:30 p.m.	Register here

For more information please contact: Lori-ann.paul@ahs.ca

Upcoming Events

PLUS 4W: Fundamentals for Women in Leadership – Apr. 17

This four-part course is developed and facilitated entirely by women in a wide variety of Cumming School of Medicine and Alberta Health Services leadership roles. This program is open to current and emerging women leaders looking to build leadership competencies in a course created and led by women.

Date: April 12, April 17, May 10

Time: 9:00 a.m. – 1:30 p.m.

Where: Foothills Campus, Calgary, AB

Cost: Free



OFFICE OF FACULTY DEVELOPMENT AND PERFORMANCE

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

31st Annual Rural and Remote Medicine Conference – Apr. 18 to 20

The theme this year encapsulates the vital challenges faced by rural healthcare. The word “navigating” signifies the critical nature of the journey ahead. In many rural areas, sustainability in healthcare delivery remains uncertain. The loss of maternity care in some regions and short-term closures of emergency departments nationwide illustrate this pressing issue.

This conference aims to explore innovative perspectives on sustainability, tailoring solutions to the unique circumstances of each rural healthcare location. Join in forging a path towards resilience, where healthcare professionals can collaboratively navigate the challenges ahead for stronger and more sustainable tomorrows.

Date: April 18 to 20

Where: Edmonton Conventional Centre

Find more information [here](#).

Addiction & Mental Health Knowledge Bites – May 24

Addiction & Mental Health Knowledge Bites Lunch & Learn Series is hosted by the Alberta Health Services Provincial Addiction & Mental Health team. Each quarter, a guest speaker presents their latest findings from a completed evaluation, research, or quality improvement project relevant to the field of addiction and mental health, and specifically highlights the implications for practice.

Dr. Sandra Johansen and Kristin Pilon will be presenting on “Evaluation of the Alberta Health Services Community Helpers Program.”

Date: May 24, 2024

Time: 12:05 - 12:50 p.m. MST

Where: Virtual

Cost: Free

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

2024 Canadian Conference on Physician Leadership – May 24 & 25

We invite you to join fellow physician leaders at the 2024 Canadian Conference on Physician Leadership, taking place May 24 & 25 in Montreal.

In the upcoming 2024 conference, themed **Shifting the Paradigm**, our primary objective is to shift the conversation. We aim to move beyond merely addressing the symptoms of a healthcare system in crisis to focusing on how to drive fundamental system reform that will have a lasting impact and work for everyone.

Date: May 24 & 25

Where: Le Centre Sheraton, Montreal, QC

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



For Your Information

What's Your Balance?

Wellness is a priority at AHS. As a healthcare organization, we want to lead by example and inspire others to live healthy and well. The 'What's Your Balance?' campaign started in 2018 and has continued to evolve. This wellness initiative creates opportunities for staff to find a healthy balance and share their stories.

To learn more about this initiative, click [here](#)

Wellness4MDs Program: Mental Health Support for Physicians, Residents, and Medical Students

Are you a physician, post-graduate medical trainee or medical student in Canada? Are you seeking support to deal with stress, burnout, anxiety or depression, build resilience and maintain or improve psychological wellness?

If so, subscribe to the Wellness4MDs program to receive free daily cognitive behaviour therapy-based supportive text messages and mental health literacy information.

Text “WELLMD” to 1-855-947-4673 to subscribe. You can stop receiving the messages by replying “STOP” at any time.

This program is sponsored in part by the Mental Health Foundation, University of Alberta and the Royal College Foundation. If you have questions about the program, contact vn602367@dal.ca

Wellness4MDs is sponsored by:



Well Doc Alberta Education Bulletin

Well Doc Alberta Education Bulletins aim to enhance literacy and awareness on various physician wellness topics. In this bulletin, they explore what physician wellness entails, some high-level differences between occupational distress syndromes and mental illness, drivers of burnout, and how to address burnout while promoting well-being for physicians.

Click [here](#) to access the bulletins.

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.



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
Alberta Medical Association Physician and Family Support Program



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