Healthy Working Environments

ALBERTA MEDICAL ASSOCIATION

The AMA is committed to working with and for physicians to address system issues which impede attaining a safe, healthy, equitable working environment

Inner Circle: Three factors that enable Healthy Working Environments
Outer Circle: A partial identification of activities proposed to advance the three factors
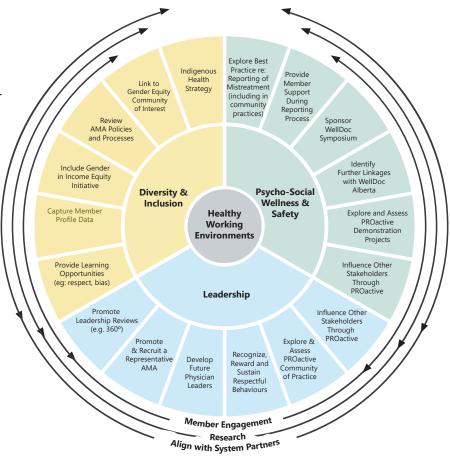
Diversity & Inclusion
A healthy workplace should provide an open, accessible and accepting environment that strives for equity and embraces, respects and values our differences. Inclusive cultures further strengthen our profession, while enhancing clinical outcomes.

Leadership
Leadership enables and promotes HWE through modeling, advocacy and support. Leadership is also accountable in HWE for promoting equitable and respectful work environments and responding to issues and challenges in order to sustain HWE.

Psycho-Social Wellness & Safety
Strongly relates to a Just Culture with its system of shared accountability within an open learning environment. Also includes shared accountability regarding wellness

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Diversity & Inclusion
- Indigenous Health Strategy
- Link to Gender Equity Community of Interest
- Review AMA Policies and Processes
- Include Gender in Income Equity Initiative
- Capture Member Profile Data
- Provide Learning Opportunities (eg: respect, bias)

Psycho-Social Wellness & Safety
- Explore Best Practice re: Reporting of Mistreatment (including in community practices)
- Provide Member Support During Reporting Process
- Sponsor WellDoc Symposium
- Identify Further Linkages with WellDoc Alberta
- Explore and Assess PROactive Demonstration Projects
- Influence Other Stakeholders Through PROactive

Leadership
- Promote Leadership Reviews (e.g. 360º)
- Promote & Recruit a Representative AMA
- Develop Future Physician Leaders
- Recognize, Reward and Sustain Respectful Behaviours
- Explore & Assess PROactive Community of Practice
- Influence Other Stakeholders Through PROactive

Member Engagement
Research
Align with System Partners

Alberta health leaders' consensus statement: "We have an interest in co-creating equitable and inclusive cultures where all health care team members are respected, valued and supported fairly to achieve their full potential, while improving patient outcomes/satisfaction and supporting system sustainability" (Oct. 2018)

Timeline of Events

Expansion of focus from Diversity & Inclusion to Healthy Working Environments

MARCH 2018	APRIL 2018	MAY 2018	JUNE 2018	AUGUST 2018
RF: Professionalism diversity & gender equality. Motion regarding working group.	**Board:** Diversity & inclusiveness working group Terms of Reference	**Board Retreat:** Business plan goal	**Members:** Recruitment to working group	**External:** Invite to meet re: creating a more diverse, inclusive & respectful environment in medicine

OCTOBER 2018	NOVEMBER 2018	FEBRUARY 2019	MARCH 2019	APRIL 2019
Board/ External: Strategic session consensus statement	**Members:** Internal summits	**Board:** Endorses draft framework for further consultation	**RF:** Theme of HWE Framework launched	**Members:** Summit Meeting HWEAC