

“Wellness Matters” Bridging Hearts and Minds

- Gender Equity, Compassionate Leadership, and Unity in a Vibrantly Diverse Hospital
- Deema Jassi, MD, CFPC, ABFM
- Kelowna General Hospital Wellness Committee and Medical Staff Association



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WELLNESS COMMITTEE

Presenter: *Deema Jassi, MD*

Relationships with financial sponsors:

- ▶ *Honoraria: BC Physician Health Program Steering Committee*
- ▶ *Advisory boards or speakers' bureau: none*
- ▶ *Patents for drugs or devices: none*
- ▶ *Other: none*

Disclosure of Financial Support:

- ▶ *Deema Jassi has received payment from the BC Physician Health Program.*



Background

- ▶ 2024 KGH Wellness Survey
→ top concerns: **Gender Equity**, Being Unheard, Unmanageable workload, Racism and Discrimination, Bullying and Harassment
- ▶ Aim: Build community and inclusion through open dialogue
- ▶ Event: Wellness Matters initiated as a response

Objectives

- 1. Understand Gender Equity in healthcare
 - 2. Explore inclusivity strategies
 - 3. Assess wellness initiatives' role in physician well-being
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- Learn together, how these issues impact physician well being, satisfaction, and peak flow
 - Identify best practices for creating supportive, inclusive spaces for medical staff at KGH.

Event Approach



Pilot event: Nov 2024 →
larger event: Jan 2025



Rigorous funding process
through Drs of BC, SWELL



Speakers selected based
on staff survey



Broad collaboration:
Interior Health Authority,
Doctors of BC, Kelowna
General Hospital



Quality Coach provided
insights into gaps and
opportunities



Mix of education and
wellness activities

Event Highlights

- Dr. Tara Stratton: Gender pay gap
- Dr. Marie Claire Bourque: *Cognitive Distortions and Practical Advice for Navigating Professional Interactions*
- Dr. Jane Lea: *Compassionate leadership*
- Ester Pike: *Lessons in Control and Influence, an occupational psychology approach*

<https://vimeo.com/1051962099/2a4c8af43a?ts=0&share=copy>



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Challenges & Tensions

Resistance to DEI topics

- Backlash that the event was viewed as a women only event.

Varied views on male inclusion in female-only events

- Design consult for locally made to fit blazers
- Fitness coach Jake Wright

Balancing inclusivity with safe spaces

- Critique on local stylist session

Emotional sensitivity of topics

- Canadian Owned Female Made brands on our website felt too exclusive
- Free professional headshots for all participants was viewed by some as a “pillow-fight party”

Sessional Payment for Attendees

- Doctors of BC SWELL offers sessional payment to MD attendees. MSAs include NPs, midwives and dentists, who were not eligible for sessional.
- Including MOAs, pharmacists, RNs, other support staff could have provided gender pay gap insights



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Lessons Learned



Success in creating a sense of community amongst those who were already interested and informed on gender equity topics



Demands, hesitation and opposition to addressing DEI and gender equity



Our team places value in creating a sense of community where relationships are built across diverse backgrounds.



Importance of open, ongoing conversation



Safe spaces can build community

Sustainability & Spread

- Institutional support critical, while inviting all members to share diverse perspectives
- People will gather if they care
- Expanding some of the knowledge into professional development could enhance sustainability



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Next Steps

- Hosting our next forum on January 16 2026, featuring the following topics:
 - Burnout
 - Planetary Health
 - Financial Health
 - Effective Team Interactions
 - Personal Wellness using Positive Psychology
 - Joy in Work

Conclusion

- ▶ Wellness Matters is a model for supporting gender equity, DEI, and physician well-being.
- ▶ Creating a safe, inclusive, and compassionate workplace culture benefits both staff and patients.

