

# *Medical Staff Wellness Committee*

*Rapid Fire Presentation - JCC Summit*

*Monday October 6, 2025*

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# Disclosure of Financial Support

- ▶ This program has not received any financial support.
- ▶ This program has not received in-kind support
- ▶ Deema Jassi and Liechen Naude have not received any funding from any organization whose products are being discussed in this program.

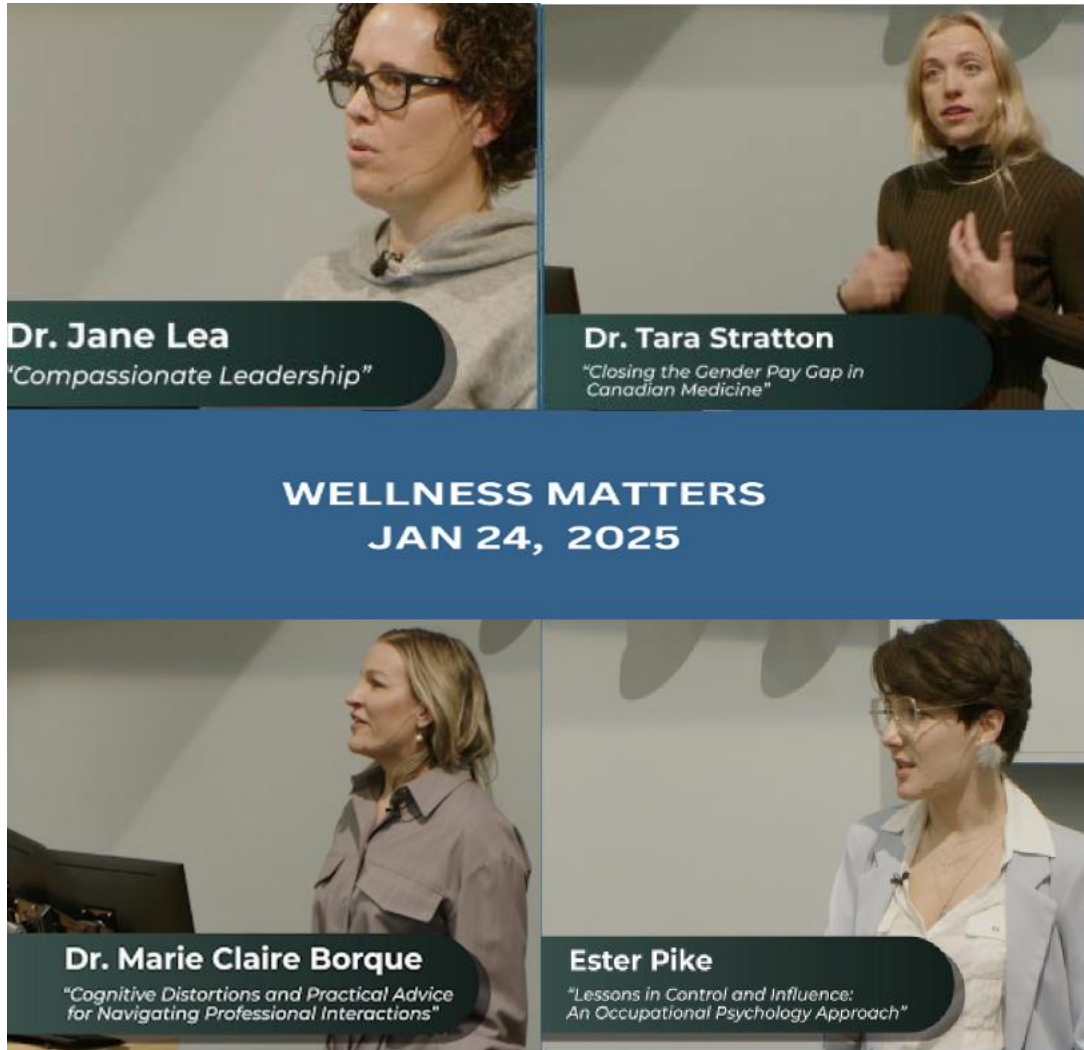


# Strategy

- ▶ Partnership with Leadership
  - ▶ Chief of Staff and Director of Operations
  - ▶ Medical Staff Safety and Wellness Committee
  - ▶ MSA - LMAC
- ▶ Civility and Respect
  - ▶ Civility Regional Tour - Dr. Chris Turner
  - ▶ Anti-bullying and Harassment policy
- ▶ Compassion and Connection
  - ▶ PHP - Welldoc Canada
  - ▶ CMA, physician Well Being Index
  - ▶ NP Wellness and Mental Health Support Resources
  - ▶ Community Building events (Pink Shirt day, Myra Canyon Adventure Park)
  - ▶ Self care promotion, Kudos, Peer Support
- ▶ Equity and Inclusion
  - ▶ Gender Equity “Wellness Matters”
  - ▶ DEI Journal Club
  - ▶ Translation Services
  - ▶ Racism in Medicine and Sport
  - ▶ Kairos Anti Racism Blanket Exercise
- ▶ Sustainable Interventions
  - ▶ Medical Staff Wellness Officer
  - ▶ Comprehensive review of the draft Medical Staff Rules



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## "Wellness Matters" - Equity and Inclusion

- ▶ Gender Pay Gap
- ▶ Compassionate Leadership
- ▶ Cognitive Distortions and Practical Advice for Navigating Professional Interactions
- ▶ Lessons in Control and Influence



**BOWLING EVENT  
FEB 26, 2025**

► “Strike Up Some Fun” Pink Shirt Day Celebration - Compassion and Connection

- Increase camaraderie amongst medical staff
- Bingo games (CME and non-medical Bingo)



► Off site Event:

Compassion and Connection - Community Building

- Over 120 attendees
- Live musician
- Photographer
- Sponsors:
  - KGH Foundation
  - Happy Tummies
  - Karma
  - Red Bull
  - Goodlife Gym
  - Oxygen Yoga







# Civility and Respect: Kudos

## Kudos to Daphne Green

"Thank you to Dr. Daphne Green for her strong leadership and support as site lead for physicians at the Kelowna UPCC. She works so hard to keep our team happy and informed."

Submitted by: Ashley

## Kudos to Breanna Balatin

"Super at balancing 2 young kids and being a phenomenal anesthesiologist"

Submitted by: Angineh

## Kudos to Neil Long

"Doing all the awesome thing. So engaged and dedicated."

Submitted by: Geoff

## Kudos to Bruno Rocca

"Exemplifies top notch patient care and treats everyone including cleaners with the highest respect. He knows all of their names. This is just wonderful to see. KGH wellness has a coffee GC in the physician lounge for you Bruno"

Submitted by: Hardave

## Kudos to Nevin De Korompay

"Thanks to Nevin for consistently going above and beyond in his role. He is consistently approachable, helpful and thoughtful."

Submitted by: Gareth

## Kudos to Bhupinder Johal

"Kudos to Bhupinder, you are reliable, dependable and always a positive member of the group, you never hesitate to take time for techs and volunteer your time for various issues around the department. Get your coffee GC in the physician Lounge!"

Submitted by: Nick

## Kudos to Deema Jassi

"Thank you for organizing the Myra Canyon Adventure event! You are bringing people together!"

Submitted by: Angela

## Kudos to Neal Badner

"For continuing to take on the medically challenging patients even in the twilight years of a distinguished career, and always with a sense of humour."

Submitted by: Mike

## Kudos to Connor Avery-Cooper

"Both Dr. Manders and Dr. Avery-Cooper took the time to troubleshoot a complex patient with me over this past week. I appreciate that the collegiality spreads across sites over to Short Stay. Thank-you both for your time, expertise, and collaboration."

Submitted by: Crystal

## Kudos to Arend Stozikwerck

"Kudos to Arend for stepping in to cover a shift at short notice! Get your free coffee GC in the physician lounge"

Submitted by: Frans

## Kudos to Gareth Eeson

"Dr. Eeson is a thoughtful and generous colleague in general. He is much appreciated! - MR Your coffee card will be in the medical staff lounge Dr. Eeson"

Submitted by: Magda

## Kudos to Chantelle Brace

"Thank you Dr. Brace for advocating for women's health at KGH. You are doing a fantastic job as medical director of the clinic! Kudos to you!"

Submitted by: Arthur

## Kudos to David Manders

"Both Dr. Manders and Dr. Avery-Cooper took the time to troubleshoot a complex patient with me over this past week. I appreciate that the collegiality spreads across sites over to Short Stay. Thank-you both for your time, expertise, and collaboration."

Submitted by: Crystal

## Kudos to Cara Wall

"Kudos for being one of the most compassionate leaders I have ever met - we are so grateful for your leadership as Chief of Staff"

Submitted by:

## Kudos to Marie Claire Borque

"Dr. Bourque was the highlight of my day on Jan 24, her presentation on cognitive distortions was impactful and resonated for me. She is an amazing speaker, and I would like to hear more from her in the future"

Submitted by:

## Kudos to Arthur Wang

"Thank you Arthur! Your pre-op care of a patient went beyond expected. You made sure the patient had the highest level of care!"

Submitted by: Jenn

## Kudos to Ruan Vosloo

"Thank you Ruan for supporting staffing at KGH Pediatrics, your efforts to help your colleagues is appreciated!"

Submitted by: Frans





# Lessons Learned

- ▶ Discussions about bullying, harassment, racism, gender equity are very divisive and in some cases have tremendous demand and resistance.
- ▶ There are varied views on male inclusion in gender equity events focused on education and awareness of topics such as the gender pay gap, referral bias, etc.
- ▶ There is emotional sensitivity around DEI topics
- ▶ Engagement tends to be higher in community building events, with subtle, sustained activism.
- ▶ Collaboration with stakeholders increases the meaningfulness of an event, but does require consideration of various/competing interests and priorities
- ▶ Sessional payment offered to MDs can sometimes make other medical staff members feel left out

# Administrative Support for Kelowna General Hospital Wellness Committee

Key Learnings and Improvements



# Event Promotion & Inclusivity

- ▶ Initial posters lacked inclusivity (colors, images, stereotypes)
- ▶ Redesigned posters with diverse imagery & mindful language
- ▶ Boosted participation and inclusivity





# Event Presentations & Logistics

- ▶ Technical delays switching between USBs/laptops
- ▶ Master slide deck prepared in advance improved efficiency



# Event Sign-Ups & Communication

- ▶ Considered digital sign-up platforms
- ▶ Attendees preferred direct admin email communication
- ▶ Personalized RSVP emails built stronger relationships and boosted turnout



# Event Photos & Permissions

- ▶ Delays obtaining photo permissions after events
- ▶ New process: show photos immediately, get consent on the spot. Also add blanket photo sharing disclosure at the beginning of events.
- ▶ Save photos with approvals for future use
- ▶ Posting event photos online increased awareness & attendance







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# Goals

- ▶ Increase a sense of camaraderie and community belonging
- ▶ Foster health and wellness for our medical staff in a collaborative way
- ▶ Respect and welcome diverse opinions on wellness
- ▶ ½ day conference January 2026
- ▶ Continue to collaborate with our Peer Support community
- ▶ Collaborate with the Medical Staff Wellness Officer
  - ▶ Diminish the “us vs them” narrative between medical staff and leadership
  - ▶ Create pathways for medical staff to feel heard and safe to advocate
  - ▶ Build trust
  - ▶ Implement Schwartz Rounds

# We have been Recognized!

▶ Our committee has been invited to share on Provincial and national levels

▶ *Canadian Conference on Physician Health* Oct 17-19 2025

▶ *Peer Support*

▶ *Wellness Matters*



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How do you  
support your  
Wellness and  
that of your  
medical staff?



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