

### Wellness

#### *Communication: Responding to Microaggressions in the Workplace*

Faculty: Anita Chary, MD; Melanie Molina, MD

Microaggressions can have a significant impact on an individual's wellness and sense of self. By addressing microaggressions in the workplace we can continue to cultivate an inclusive environment.

- Create awareness surrounding the common occurrences of microaggressions.
- Explore the outcomes associated with the experience of microaggressions.
- Discover techniques to minimize the occurrence of microaggressions and ways to respond when someone has been micro aggressive.

#### *EPs at Risk: How to Help a Colleague in Need*

Faculty: Nicole Battaglioli, MD, FACEP

Medicine is a team sport, and it relies on everyone's physical and mental health. But what can you do when you see those around you are having trouble coping?

- Develop an approach to a colleague at risk/ in need of increased support.
- Recognize signs and behaviors of a colleague who may be suffering from emotional distress or burnout.
- Develop a script you can use to approach a colleague and cultivate appropriate resources.

#### *How to Say You Are Sorry? Medical Error Survival Tactics*

Faculty: Tracy G. Sanson, MD, FACEP

Medical errors can be very stressful and anxiety provoking! Learn techniques to take care of your wellness through a medical error and embrace vulnerability!

- Discuss the mental impact of medical errors.
- Discuss techniques to preserve individual wellness while navigating an error
- Discuss ways to encourage departmental support around a colleague navigating a patient error.

### *Inclusion, Racial Justice and Physician Well-Being: Panel Discussion with Physicians of Color*

*Faculty: Peter Akpunonu, MD; Kimberly Brown, MD, MPH; Adaira Chou, MD; Elijah Robinson, III, MD; Eugenia South, MD*

This facilitated panel discussion with emergency medicine colleagues of color will take a dive into how unconscious bias and racism affects them in the workplace.

- Create awareness around the issues of unconscious bias and how it affects EPs in the workplace.
- Discuss mechanisms in which the EM community can provide support for our colleagues of color.

### *It's Just Not You: Effecting Organizational Change in Battling Clinician Burnout*

*Faculty: Heather Farley, MD, FACEP*

Health care organizations have a vital role in creating a positive work environment that fosters a safe and meaningful practice of medicine. The effects of organizational interventions have been proven to more effective and lasting in preventing burnout than just individual-focused improvements. The speaker will review proven organizational interventions that prevent physician burnout and drive joy in work, and discuss how one can implement them in your own institution.

- Discuss the factors that create an organizational culture of well-being.
- Explain what it takes for a health system to operationalize a clinician wellbeing approach that actually WORKS, including specific strategies to redesign work systems that reduce administrative burdens.
- Discuss how the role of a chief wellness officer in the C-suite can influence company culture and increase organizational accountability in creating a healthier workplace.

### *Lessons Learned from the National Academy of Medicine: A Systems Approach to Physician Well-Being*

*Faculty: Rita A. Manfredi-Shutler, MD, FACEP*

You can not meditate your way into wellness anymore! There is more to it. We know that departmental and institutional wellness significantly impacts individual wellness. This session will discuss interventions that a department or organization should implement to promote longevity, increase professional satisfaction, and recruit and retain clinicians.

- Identify existing gaps in knowledge related to systems-based interventions and programs that impact health care provider well-being.
- Outline policy guidelines for departments and institutions, highlighting recommendations from the National Academy of Medicine, that promote the wellness of health care providers from a system level.
- Discuss exemplary strategies that departments and organizations have currently implemented and suggest innovative strategies for the future.



## Courses by Track

### *Recovering from COVID: SVS and PTSD in Emergency Medicine*

*Faculty: Nicole Battaglioli, MD, FACEP; Arlene Chung, MD, FACEP*

The COVID-19 pandemic has profoundly impacted our medical community and mental health. How can we process the SVS and PTSD from the pandemic and continue to build resilience?

- Discuss sources of secondary trauma.
- Discuss definitions of SVS and PTSD.
- Discuss ways to mitigate and process trauma experienced from the COVID-19 pandemic.

### *Top Articles in Wellness*

*Faculty: Al'ai Alvarez, MD, FACEP; Annahieta Kalantari, DO, FACEP*

Stay up to date on the most recent wellness literature and articles that you need to know about.

- Discuss pertinent, recent literature in the field of wellness.