

Section on Hospital Medicine
Joint Subcommittee on Community Hospitalists and Subcommittee on Provider Wellness Course

Subcommittee Leaders:
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Caring for Yourself While Caring for Hospitalized Children: A Roadmap to Personal and Institutional Wellness in Community Settings
Toolkit

[Session #1 Slides: Individual Wellness](#)

[Session #1 Recording](#) Password: nDWqjfy3

Speakers: Anthony Cooley, MD; Riva Kamat, MD; Margaret Mou, DO; Dana Foradori, MD

[Session #2 Slides: Institutional Wellness](#)

[Session #2 Recording](#) Password: BhTmaGk5

Speakers: Lauren Nassetta, MD; Fatuma Barqadle, MD

Personal Wellness

- *Test Your Stress*---<https://www.mhananational.org/get-involved/stress-screener>
- *Test Your Anxiety*---<https://screening.mhananational.org/screening-tools/anxiety>
- *Relaxation Techniques for Stress Relief:*
<https://www.helpguide.org/articles/stress/relaxation-techniques-for-stress-relief.htm>
- WELLMD Stanford: <https://wellmd.Stanford.Edu/>
- [Keeping Well in COVID Bulletin Board](#)
- Additional Resources in [Google Drive](#):
 - [Wellness Wheel Worksheet](#)
 - [My Wellness Action Plan](#)
 - [Intentional Wellness Worksheet](#)
 - [Princeton U Matter Wellness Self-Assessment](#)

Wellness and Meditation Apps and Websites

- **Headspace**: is a meditation app that teaches you how to meditate, breathe and live mindfully. There are exercises on topics such as managing anxiety, stress, relief, breathing, happiness and focus. There's a free basics course that will teach you the essentials of meditation and mindfulness. The app includes hundreds of guided meditations. There is a free trial version, but a fee to continue your membership (although they were recently offering free memberships to healthcare workers.)
- **10% Happier**: A similar meditation app with guided meditations, videos, talks and sleep content to help build your meditation practice. Over 500 guided meditations. Trial version then paid subscription.
- **My Well-Being Index**: An anonymous tool developed by Mayo Clinic that evaluates medical professionals to assess well-being. It can track wellness over time and individuals can compare their results with their peers. Wellness resources are also provided.
- **Insight Timer**: This is a free meditation app. It includes guided meditations and talks from the world's top meditation and mindfulness experts. Music tracks are included.

- **Provider Resilience**: An app developed by psychologists in conjunction with the Dept. of Defense to help assess provider's resilience through self-assessment tools. It includes ratings for compassion fatigue, burnout and secondary traumatic stress, and can monitor changes in these areas.
- **Calm**: Rated the #1 app for sleep, meditation and relaxation. Good for beginners but also has advanced content. Similar to the other meditation apps in that it includes a daily meditation feature and sleep content.
- **Relax Melodies**: An app specifically designed to help you sleep better. You can select sounds and melodies and combine them to listen to as you fall asleep. Also includes "Sleep Moves" which are guided exercises intended to be done in bed as you prepare for sleep.
- **RdOC Resilience App**: Canadian app that can help you track your psychological well-being each day. Read about the Big 4+ and complete exercises to each tool. Able to set SMART goals and have audio on meditation.
- **ACGME AWARE APP**: Designed for individual physicians, particularly junior residents, the AWARE app introduces users to common cognitive routines that contribute to stress and burnout, and then directs users toward cognitive behavioral therapy practices that may be helpful to undoing those routines and improving well-being. The app can also be used by institutions and programs as part of a broader well-being curriculum: <https://www.acponline.org/practice-resources/physician-well-being-and-professional-fulfillment/resources-for-institutional-strategies-to-promote-resilience-and-reduce-burnout>
- **5 Minute Meditation Guide**: <https://www.aamc.org/professional-development/affinity-groups/council-faculty-academic-societies/guided-meditation-led-adi-haramati-phd>

Institutional Wellness

- **AMA STEPSforward---** <https://edhub.ama-assn.org/steps-forward/pages/professional-well-being>
- Executive Leadership and Physician Well-Being: Nine Organizational Strategies to Promote Engagement and Reduce Burnout: [https://www.mayoclinicproceedings.org/article/S0025-6196\(16\)30625-5/pdf](https://www.mayoclinicproceedings.org/article/S0025-6196(16)30625-5/pdf)
- American Psychiatric Association Wellness Ambassador Toolkit: <https://www.psychiatry.org/psychiatrists/practice/well-being-and-burnout/well-being-resources>
- National Academy of Medicine *Taking Action Against Physician Burnout: A Systems Approach to Physician Wellbeing*: <https://nam.edu/valid-reliable-survey-instruments-measure-burnout-well-work-related-dimensions/burnout-well-work-related-didimensions/>
- IHI Framework for Improving Joy in Work: <http://www.ihl.org/resources/Pages/IHIWhitePapers/Framework-Improving-Joy-in-Work.aspx>
- Top 10 culture change interventions to reduce burnout and improve physician well-being: <https://www.acponline.org/practice-resources/physician-well-being-and-professional-fulfillment/top-10-culture-change-interventions-to-reduce-burnout-and-improve-physician-well-beingell-being-and-professional-fulfillment/top-10culture-change-interventions-to-reduce-burnout-and-improve-physician-well-being>

Burnout

- **Physician Resilience and Burnout - Can You Make the Switch?**
- **Reversing Burnout: How to rekindle your passion for your work**
- **Physician Satisfaction, Burnout and Patient Care Quality** - lecture slides Dr. Mark Linzer
- **Banishing Burnout**, Leiter and Maslach, 2005 ISBN-13: 978-0470448779

- **Faculty Health in Academic Medicine: Physicians, Scientists, and the Pressures of Success**, Cole, Goodrich, Gritz, 2008 ISBN-13: 978-1603274500
- **What Doctors Feel: How Emotions Affect the Practice of Medicine**, Ofri D, 2014 ISBN-13: 978-0807033302

Resources for Institutional Wellness and Diversity, Equity and Inclusion

1) The Institutional/Organizational Continuum

Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL
Racial and Cultural Differences Seen as Deficits --> Tolerant of Racial and Cultural Differences --> Racial and Cultural Differences Seen as Assets

Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<ul style="list-style-type: none"> • Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans • Intentionally and publicly enforces the racist status quo throughout institution • Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels • Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. • Openly maintains the dominant group's power and privilege 	<ul style="list-style-type: none"> • Tolerant of a limited number of "token" People of Color and members from other social identity groups allowed in with "proper" perspective and credentials. • May still secretly limit or exclude People of Color in contradiction to public policies • Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life • Often declares, "We don't have a problem." • Monocultural norms, policies and procedures of dominant culture viewed as the "right way" business as usual" • Engages issues of diversity and social justice only on club member's terms and within their comfort zone. 	<ul style="list-style-type: none"> • Makes official policy pronouncements regarding multicultural diversity • Sees itself as "non-racist" institution with open doors to People of Color • Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff • Expanding view of diversity includes other socially oppressed groups <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> • "Not those who make waves" • Little or no contextual change in culture, policies, and decision making • Is still relatively unaware of continuing patterns of privilege, paternalism and control • Token placements in staff positions: most assimilate into organizational culture 	<ul style="list-style-type: none"> • Growing understanding of racism as barrier to effective diversity • Develops analysis of systemic racism • Sponsors programs of anti-racism training • New consciousness of institutionalized white power and privilege • Develops intentional identity as an "anti-racist" institution • Begins to develop accountability to racially oppressed communities • Increasing commitment to dismantle racism and eliminate inherent white advantage • Actively recruits and promotes members of groups have been historically denied access and opportunity <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> • Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<ul style="list-style-type: none"> • Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their worldview, culture and lifestyles • Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work • Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities • Anti-racist multicultural diversity becomes an institutionalized asset • Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<ul style="list-style-type: none"> • Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. • Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices • Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest • A sense of restored community and mutual caring • Allies with others in combating all forms of social oppression • Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.

Read:

[Clinician Resilience and Well Being](#)

[Checkbox Diversity Must Be Left Behind](#)

[AAP Statement: Truth, Reconciliation, and Transformation: Continuing on the Path to Equity](#)

Explore:

[Clinician's Wellbeing Knowledge Hub-National Academy of Medicine](#)

[Equality Human Rights Advice and Guidance](#)

Watch:

[Interrupting Implicit Bias Training in the Virtual Process](#)

Do:

[Building Racial Equity Trainings-Race Forward](#)

[High-Level Wellness Through Multicultural Competency Certificate Course](#)

Tools/Scales:

[The Everyday Discrimination Scale](#)

Achieving Inclusion Excellence in Academic Medicine: Foundational Principles of Inclusion

Excellence Toolkit (email dacosta@aamc.org)

[National Institutes of Health Diversity Toolkit](#)

[American Healthcare Association Equity of Care Toolkit](#)[Berkeley Change Management Toolkit](#)