

PROGRAMME

Professional Practice & DEI

Monday, March 04, 2024

Session Date/Time: Monday, March 4, 2024 - 08:00 - 09:00

MR 324 (Level 3)

Professional Practice & DEI: Diversity, Equity and Inclusion I

Diversity, Equity and Inclusion (DEI) can be defined as a set of values that provide a framework to organisations for ensuring the fair treatment and full participation of all members. This session will contribute to an understanding of key concepts in the healthcare space.

08:00 **Chair: Session Introduction**

Marko Zdravkovic, Slovenia

08:02 **Health Disparity vs Healthcare Disparity - Spot the Difference**

Helen Lee, United States

08:17 **Towards DEI in Surgical System Strengthening**

Theresa Shivera, United Arab Emirates

08:32 **Perceptions of Gender Equity in Departmental Leadership, Research Opportunities, and Clinical Work Attitudes**

Marko Zdravkovic, Slovenia

08:47 **Questions and Answers**

Session Date/Time: Monday, March 4, 2024 - 09:00 - 10:00

MR 324 (Level 3)

Professional Practice & DEI: Diversity, Equity and Inclusion II

This session on Diversity, Equity and Inclusion (DEI) will highlight diversity and/or disparity in the anaesthetic workforce.

09:00 **Chair: Session Introduction**

Dean Gopalan, South Africa

09:02 **The Impact of Workforce Diversity on Patient Outcomes**

Dean Gopalan, South Africa

09:17 **Addressing Workforce Disparity - How Are We Doing in the Global North?**

Kate Leslie, Australia

09:32 **Addressing Workforce Disparity - How Are We Doing in the Global South?**

Carolina Haylock-Loor, Honduras

09:47 **Questions and Answers**

Session Date/Time: Monday, March 4, 2024 - 11:40 - 12:40

MR 324 (Level 3)

Professional Practice & DEI: Systemic Challenges in Professionalism & DEI

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Health systems and systemic challenges demand a fresh look at professionalism and DEI requirements in anaesthesiology. During this session, participants will share their experience and understanding of professionalism and DEI in this context.

- 11:40 **Chair: Session Introduction**
Carolina Haylock-Loor, Honduras
- 11:42 **Equity, Ethnicity & the Health System: NZ Experience**
Amanda Gimblett, New Zealand
- 11:57 **Do We Adapt Our Professional Attitudes to the Environment We Work In?**
Biauw Chi Ong, Singapore
- 12:12 **The Healthcare Professional as Public Servant**
Justiaan Swanevelder, South Africa
- 12:27 **Questions and Answers**

Session Date/Time: Monday, March 4, 2024 - 14:00 - 15:00

MR 324 (Level 3)

Professional Practice & DEI: Teaching Professionalism in Perioperative Care

The conversation on professionalism in anaesthesiology and professional practice are continued in the educational space. Experts will share their view and experience in teaching and assessing professionalism.

- 14:00 **Chair: Session Introduction**
Dean Gopalan, South Africa
- 14:02 **How Do We Measure Success in Teaching Professionalism?**
Evangeline Lim, Singapore
- 14:17 **How Are We Doing in HICs?**
David Story, Australia
- 14:32 **How Are We Doing in LMICs?**
Busisiwe Mrara, South Africa
- 14:47 **Questions and Answers**

Session Date/Time: Monday, March 4, 2024 - 15:00 - 16:00

MR 324 (Level 3)

Professional Practice & DEI: Health Ethics

Challenges with medical ethics principles as applied in clinical anaesthesiology and related research are explored further in this session.

- 15:00 **Chair: Session Introduction**
Michelle Chew, Sweden
- 15:02 **Policing Ethical Behaviour - Is It Necessary?**
Gavin Joynt, Hong Kong, China

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- 15:17 **Minimum Resource Requirements for Ethics Oversight**
Teck Chuan Voo, Singapore
- 15:32 **Global Gaps in Health Ethics Regulation**
Bisola Onajin-Obembe, Nigeria
- 15:47 **Questions and Answers**

Session Date/Time: Monday, March 4, 2024 - 16:30 - 17:30

MR 324 (Level 3)

Professional Practice & DEI: Professionalism in Practice

Professional attributes may guide conduct and interaction in the workplace, but there are numerous situations where consensus on a practical narrative may be difficult to reach. During this session some of these situations will be explored.

- 16:30 **Chair: Session Introduction**
Luciana Cadore Stefani, Brazil
- 16:32 **Shared Decision-Making in Disadvantaged Patient Populations**
Hyla-Louise Kluyts, South Africa
- 16:47 **Teamwork in Practice – What Outcomes Are We Looking For?**
Jennifer Weller, New Zealand
- 17:02 **Patient Perceptions on Hierarchy in Healthcare**
Hairil Abdullah, Singapore
- 17:17 **Questions and Answers**

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Tuesday, March 05, 2024

Session Date/Time: Tuesday, March 5, 2024 - 08:30 - 09:30

MR 324 (Level 3)

Professional Practice & DEI: The Human behind the Mask

Linking to the sessions on well-being, the session will explore aspects of human interaction that define our practice as anaesthesiologists.

08:30 **Chair: Session Introduction**

Fauzia Khan, Pakistan

08:32 **Communication 101 for Anaesthetists**

Luciana Cadore Stefani, Brazil

08:47 **Patient Perceptions - Are We Doing Better?**

Michelle Chew, Sweden

09:02 **Patient-Doctor Relationship from Anaesthetist Perspective**

Susan Nicoll, New Zealand

09:17 **Questions and Answers**

Session Date/Time: Tuesday, March 5, 2024 - 12:45 - 15:15

MR 334 (Level 3)

Professional Practice & DEI Workshop: From Resistance to Resilience Mindset: Inner Engineering Skills for Inner PPE and Enhanced Wellbeing in Health Care Providers

Workshop Fee: 50 USD

Healthcare innovation requires us to shift from experiencing monotony or negativity to being solutions-oriented and creative. Resilience-building and self-empowering tools like breathwork, yogic postures, and meditation can help us better manage change and build a resilience mindset to transform inner resistance into innovative leadership. In this 150-minute experiential workshop, you will learn the scientific evidence behind these transformative tools and how to practice them yourself. You will take away approaches and skills to integrate into your daily life to empower you to be a better innovator, provider, leader, and above all, a more joyful human being.

From Resistance to Resilience Mindset: Inner Engineering Skills for Inner PPE and Enhanced Wellbeing in Health Care Providers

Balavenkatasubramanian Jagannathan, India

From Resistance to Resilience Mindset: Inner Engineering Skills for Inner PPE and Enhanced Wellbeing in Health Care Providers

Balachundhar Subramaniam, United States

Session Date/Time: Tuesday, March 5, 2024 - 15:30 - 16:30

Exhibition Hall

Professional Practice & DEI E-Poster Presentations: Session 1

All E-Posters will be showcased through a live 6-minute in-person presentation.

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Poster Moderator

Susan Nicoll, New Zealand

Poster Moderator

Angelina Gapay, Philippines

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Wednesday, March 06, 2024

Session Date/Time: Wednesday, March 6, 2024 - 08:15 - 12:15

MR 333 (Level 3)

Professional Practice & DEI Workshop: Introduction to VAST Wellbeing

Workshop Fee: 20 USD

Concerns regarding wellbeing and healthcare provider burnout are gaining attention around the world. In addition to the effect on the individual, burnout negatively affects healthcare delivery through increased medical errors, decreased compassion, early retirements, and leaves of absence. In low-resource settings, burnout may be exacerbated by excessive workloads, high burden of disease, and resource shortages. Despite it being a crucial component ensuring a well functioning workforce, healthcare provider wellbeing has largely gone unaddressed in low-resource settings. There is a lack of support and stigma about mental health concerns in many settings. This 4-hour workshop will give participants an introduction to the Vital Anaesthesia Simulation Training Wellbeing (VAST WB) course. Rather than therapy or peer-support, VAST WB is intended to introduce simple yet effective techniques to manage personal wellbeing and professional wellbeing. VAST WB normally an 8-hour, single day workshop is intended for healthcare workers in low-resource settings. This modified program will draw on the core elements of VAST WB and provide an introduction to strategies that promote personal and professional wellbeing.

At the end of this workshop, participants will be able to:

1. Identify personal and professional factors that influence their wellbeing.
2. Recognize burnout, its risk factors, and prevention strategies.
3. Consider actionable changes to their workplace that can safeguard wellbeing.

Introduction to VAST Wellbeing

Jonathan Bailey, Canada

Introduction to VAST Wellbeing

Adam Mossenson, Australia

Introduction to VAST Wellbeing

Vaibhavi Upadhye, India

Introduction to VAST Wellbeing

Gaston Nyirigira, Rwanda

Introduction to VAST Wellbeing

Jackson Kwizera Ndekezi, Rwanda

Introduction to VAST Wellbeing

Cassandra Poirier, Canada

Introduction to VAST Wellbeing

Susan Nicoll, New Zealand

Session Date/Time: Wednesday, March 6, 2024 - 13:45 - 17:45

MR 333 (Level 3)

Professional Practice & DEI Workshop: VAST Wellbeing Facilitation and Implementation

Workshop Fee: 20 USD

Description Concerns regarding wellbeing and healthcare provider burnout are gaining attention around the world.

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Despite the growing awareness, there remains lack of support and stigma about mental health concerns in many areas. This is particularly true for healthcare providers working in low-resource settings. The Vital Anaesthesia Simulation Training Wellbeing (VAST WB) course was developed to raise awareness about healthcare provider wellbeing, personal and workplace factors that influence wellbeing, and provide a forum for discussion of burnout. Rather than therapy or peer-support, VAST WB is intended to introduce simple yet effective techniques that promote personal and professional wellbeing.

This workshop is designed to introduce the VAST WB course and enable healthcare providers to implement VAST WB in their area. The workshop will provide rationale for VAST WB content and practical strategies to safely introduce these important concepts. Notions of wellbeing may vary greatly depending on the regional or cultural context. The workshop will involve interactive discussions on how to sensitively and adaptably introduce concepts surrounding wellbeing, burnout prevention, and change planning.

At the end of this workshop, participants will be able to:

1. Understand the VAST WB curriculum.
2. Refine individual and workplace burnout risk factors.
3. Discuss cultural competent peer support strategies.

VAST Wellbeing Facilitation and Implementation

Jonathan Bailey, Canada

VAST Wellbeing Facilitation and Implementation

Adam Mossenson, Australia

VAST Wellbeing Facilitation and Implementation

Vaibhavi Upadhye, India

VAST Wellbeing Facilitation and Implementation

Gaston Nyirigira, Rwanda

VAST Wellbeing Facilitation and Implementation

Jackson Kwizera Ndekezi, Rwanda

VAST Wellbeing Facilitation and Implementation

Cassandra Poirier, Canada

Session Date/Time: Wednesday, March 6, 2024 - 16:15 - 17:15

MR 334 (Level 3)

Professional Practice & DEI Workshop: Establishing a DEI Culture in My Work Environment

Workshop Fee: 20 USD

Workshop Description:

Establishing and maintaining a culture of diversity, equity, and inclusion (DEI) is a social and practical necessity for everyone. This 1-hour workshop aims to introduce anaesthesiology providers at all levels and leadership roles to DEI concepts and explore leadership approaches to inclusion. Based upon group interest, we will discuss applications of these concepts in the realms of clinical care and/or education.

Workshop Objectives:

During this 1-hour introductory workshop on "Establishing a DEI Culture in My Work Environment", participants should be able to:

1. Discuss foundational DEI terminology and compare/contrast how DEI concepts are operationalised across cultures;
2. Recognise DEI concepts that are foundational to building culture: "(re)discovering" implicit bias while remaining reflexive of individual lived and cultural experiences;
3. Transform non-performative policies and practices into meaningful infrastructure;

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4. Apply community engagement principles using case-based learning.

Who Should Attend?

This workshop is designed for anaesthesiology providers at all levels. Leaders and administrators within Departments of Anesthesiology and at the hospital level are also encouraged to attend. Bring a colleague and/or a friend and join us in co-constructing a transformative workshop that not only navigates but also embraces the complexities of DEI! Together, we can shape the future of anaesthesiology that serves, and ensures, all individuals feel as though they belong.

Session Introduction & Facilitation

Helen Lee, United States

Facilitation

Gianni Lorello, Canada

PROGRAMME**Thursday, March 07, 2024****Session Date/Time: Thursday, March 7, 2024 - 08:30 - 09:30**

MR 332 (Level 3)

Professional Practice & DEI: Well-Being I - Challenges

The relationship between anaesthetic provider well-being and high-quality patient care, is recognised globally. Individual strategies which improve well-being are promoted by many healthcare providers. However, the context in which healthcare is being delivered, may present unique challenges to individual well-being. In all settings, but particularly in LMIC and following events such as natural disasters, the combined approach of individuals and the employing organisations is needed to ensure safe workplaces and adequate support is provided. This session will focus on some of the challenges faced in three different settings.

- 08:30 **Chair: Session Introduction**
Susan Nicoll, New Zealand
- 08:32 **Well-Being in an Island Nation**
Kartik Mudliar, Fiji
- 08:47 **Well-Being Challenges in a Global Crisis: Is There Any Space for Improvement?**
Miodrag Milenovic, Serbia
- 09:02 **Well-Being Stories**
Angelina Gapay, Philippines
- 09:17 **Questions and Answers**

Session Date/Time: Thursday, March 7, 2024 - 09:30 - 10:30

MR 332 (Level 3)

Professional Practice & DEI: Well-Being II - Exploring Solutions

To improve and support well-being for anaesthetic providers and the perioperative team, both individual and system approaches are needed. In response to adverse events such as the pandemic or through natural or other disasters, lessons are learnt. This session will cover how support can be provided through interventions at differing levels in the health system.

- 09:30 **Chair: Session Introduction**
Hairil Abdullah, Singapore
- 09:32 **Has COVID-19 Taught Us Resilience?**
Rupert Pearse, United Kingdom
- 09:47 **Organisational Well-Being**
Joanna Sinclair, New Zealand
- 10:02 **VAST Well-being Course**
Vaibhavi Upadhye, India
- 10:17 **Questions and Answers**

Session Date/Time: Thursday, March 7, 2024 - 10:50 - 11:50

Summit 1 (Level 3)

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Professional Practice & DEI: Diversity, Equity and Inclusion in Practice

This session focuses on practical examples of diversity, equity and inclusion, and how problems related to DEI can be addressed.

- 10:50 **Chair: Session Introduction**
Edwin Seet, Singapore
- 10:52 **Panel Discussion on Increasing Female Participation in Anaesthesia Leadership**
Hazel Mumphansha Sonkwe, Zambia
- 11:07 **Panel Discussion on Increasing Female Participation in Anaesthesia Leadership**
Patricia Yazbeck, Lebanon
- 11:22 **Epistemic Injustice in Health Care**
Gianni Lorello, Canada
- 11:37 **Questions and Answers**