The AMA is committed to working with and for physicians to address system issues which impede attaining a safe, healthy, equitable working environment.

**Inner Circle:** Three factors that enable Healthy Working Environments

**Outer Circle:** A partial identification of activities proposed to advance the three factors

**Diversity & Inclusion**
A healthy workplace should provide an open, accessible and accepting environment that strives for equity and embraces, respects and values our differences. Inclusive cultures further strengthen our profession, while enhancing clinical outcomes.

**Leadership**
Leadership enables and promotes HWE through modeling, advocacy and support. Leadership is also accountable in HWE for promoting equitable and respectful work environments and responding to issues and challenges in order to sustain HWE.

**Psycho-Social Wellness & Safety**
Strongly relates to a Just Culture with its system of shared accountability within an open learning environment. Also includes shared accountability regarding wellness.

Alberta health leaders’ consensus statement: “We have an interest in co-creating equitable and inclusive cultures where all health care team members are respected, valued and supported fairly to achieve their full potential, while improving patient outcomes/satisfaction and supporting system sustainability” (Oct. 2018)

**Timeline of Events**
Expansion of focus from Diversity & Inclusion to Healthy Working Environments