

What About Clinician Burnout, Anxiety, & PTSD during COVID-19?

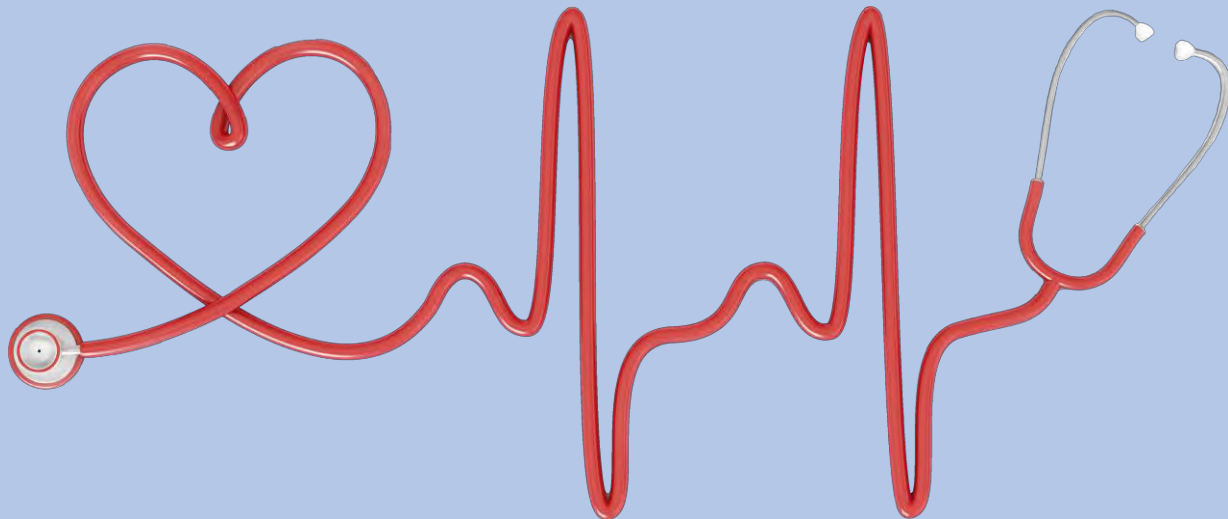
What are the arts bringing to support them?

Alan Siegel, M.D.

Director, Art of Health and Healing

NOAH Founding Board Member

Chair, Clinician Burnout & Well-being Working Group



NOAH

NATIONAL ORGANIZATION for
ARTS IN HEALTH



Arts for Resilience
in Clinicians
(ARC)

Hamster Wheel

Written by Alan Siegel

ArtsChange presents:

MEDICINE CABINET

A SITE-SPECIFIC EXHIBITION OF ARTISTIC PRESCRIPTIONS FOR THE WAITING ROOM AT THE RICHMOND HEALTH CENTER

OPENING
 Friday April 27th 2012
 from 11:30 to 1pm
 @ The Richmond Health Center
 100 38th St
 Richmond CA, 94805

with performances by
 Ilyse Magy,
 Gina Acebo,
 Heidi Lubin,
 Alyssa Pitman
 and
 Helga Hizer

Curated by Ana Labastida



What If?



MENU



1. Colonoscopy
2. Basic Metabolic Panel
3. Expressive Arts Therapist



4. Therapeutic Harp
5. Neurology Consult
6. Wellness Classes



7. Food as Medicine Classes
8. Fleet's Enema
9. Pet Therapy





Learning Objectives

1. To understand the state of clinician burnout, anxiety, and PTSD before and during COVID-19.
2. To learn about how the arts have been shown to help.
3. To engage with how NOAH (National Org for Arts in Health) and ARC Project (Arts for Resilience in Clinicians) are addressing this
4. To share what is being done around the county utilizing the arts to address these problems for HCWs.



Our healers – pre-COVID

- Physicians – 50% rate of burnout
 - Poor satisfaction work-life integration
 - Increased risk for burnout vs. other working adults
 - Moral Injury as a cause
 - High levels of depression, increasing – 42%
 - Aware but don't access MH services – 15%

Why is burnout important?

Worse patient care

- More medical errors (2x)
- Lower quality of care & pt satisfaction, longer recovery times

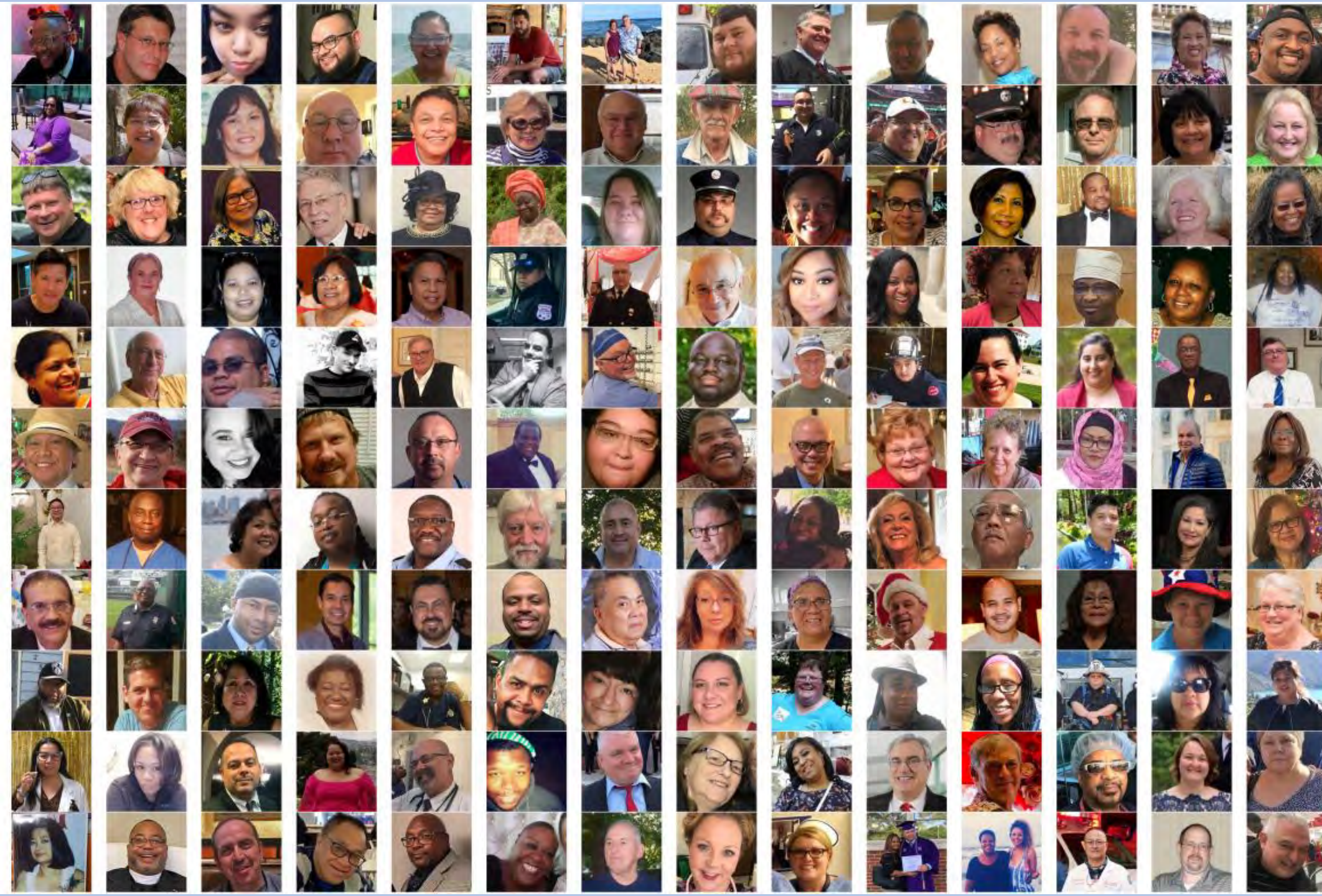
Reduced physician workforce

- Reduced physician productivity (2x higher planning to leave) = less pt access
- Lower job satisfaction

Worse physician health

- More substance abuse, poor self-care, more MVAs
- > 1 suicide/day (400/yr)





Death of
3,248 U.S.
HCWs
(as of
1/6/21)

Lost on the
Frontline

Loss of HCW's – COVID-19 (Jan, 2020)

Death by COVID-19 –

- More than 1/2 less than 60yo

- 2/3 people of color

- >1/3 born outside U.S. (esp. Philippines)

- Many involved inadequate PPE

- Majority early in Pandemic (esp. NY/NJ)

Nurses (1/3 of deaths) and support staff are most of deaths

- Nurse 32%

- Healthcare support 19%

- Physician 17%

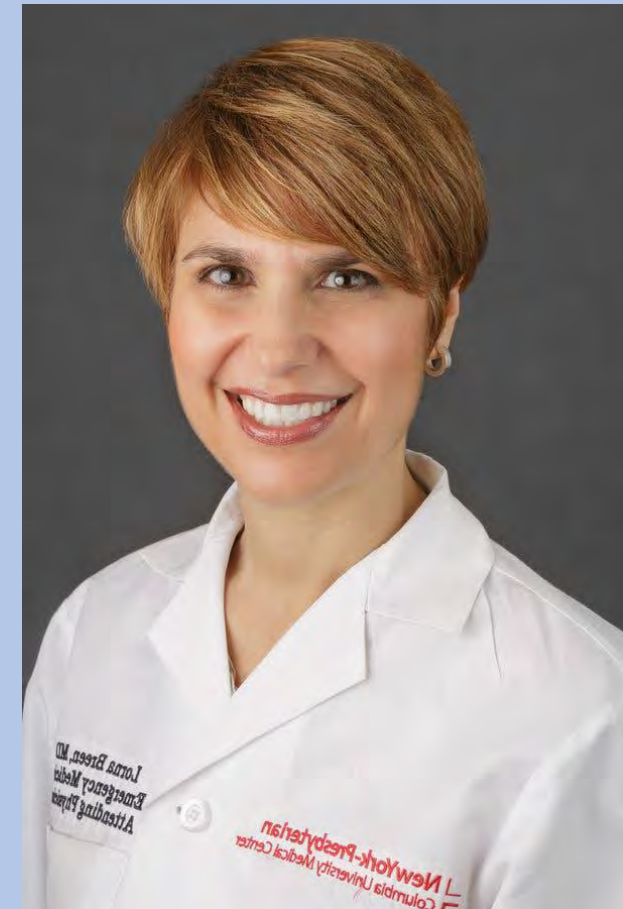
- Medical first responder 8%

- Admin/ Admin support 6%

44% worked at hospital – also residential facilities, o/p clinics, hospices & prisons

Suicide

She tried to do her job, and it killed her,” said the father of Dr. Lorna Breen.



Loss of HCWs – retirement/closing practices

- ‘Doctors are Calling it Quits Under Stress of the Pandemic’ – NY Times 11/15/20
- Survey 3,500 doctors by the Physicians Foundation - 8% doctors reported closing their offices in recent months (could equal some 16,000 practices). Another 4 % planned to shutter w/i the next year.
 - Other doctors & nurses are retiring early or leaving their jobs.
 - Primary Care Collaborative (nonprofit) group similar 9/20 – 20% PCPs say someone in their practice plans to retire early or has already retired because of Covid-19, and 15 % say someone has left or plans to leave the practice.
 - About half already said their mental exhaustion was at an all-time high.
 - ‘no end in sight’

Our health care workers – during COVID

U.S.

- UCSF study ER physicians – **60% increased levels burnout & anxiety**
- CMA March/April – extensive anxiety re: PPE, putting selves in harm's way, distress re: delays in medical care.

Global:

- **Global study 60 countries** – 9/3/20 2,707 HCPs participated in this study. **51% HCPs reported burnout.**
 - High workload, job stress, time pressure, limited org support
 - **High-income countries > low- & middle-income countries**
- Japan study – overall burnout 31%
 - 47% nurses, 36% XR techs, 37% pharmacists
 - Risks: F>M, less days off/mo., more intentions of dropping out, lower age, less yrs of experience
- Italy – 50% PTSD, 25% depr, 20% anxiety, 10% insomnia
- Wuhan, China – high scores self-report anxiety, OCD behaviors, phobias, and somatization

Mental health
surveys
– stressed out
and stretched too
thin

Mental Health
America survey -
June-September,
2020.
Released
12/1/20

1,119 healthcare workers

- 93% stress
- 86% anxiety
- 82% emotional exhaustion
- 77% frustration
- 76% exhaustion & burnout
- 75% overwhelmed
- 70% trouble with sleep
- 68% physical exhaustion
- 63% work-related dread
- 57% changes in appetite
- 56% physical symptoms e.g. headache or stomach ache
- 52% compassion fatigue

- Worried about exposing their loved ones
- Heightened awareness or attention to being exposed
- Lacking quality time or unable to support or be present for their children
- ½ questioning career path
- Inadequate emotional support.

National
Academy of
Medicine
11/2/20

Organizational Evidence-Based and Promising Practices for Improving Clinician Well-Being

- Domain 1 - Organizational Commitment
 - Domain 2 - Workforce Assessment - measurement
 - Domain 3 - Leadership
 - Domain 4 - Policy
 - Domain 5 - Efficiency and work environment
 - **Domain 6 – Support – culture of connection**
-
- **Not mentioned – arts – great for individual factors/support/connection**

Evidence – the
arts for health
care workers
WHO Scoping
Study (Fancourt
and Finn,
2019)

Power of the arts:

- **Decreased burnout** - brief series art therapy (Tjasink 2018).
- HCWs perceived the arts **decreased stress, reduced burnout, & improved mood, job performance, patient/staff relationships, & well-being** (Wilson, 2015).
- **Facilitates communication, promote self-care, & improve the wellbeing** for professional hospice workers (Westrhenena 2012).
- **Storytelling & acts of reflection** valuable for **HCW mental health**.
- **Medical education** (>50% med schools) improve **well-being, clinical skills of observation, & improve promotion of humanism** (Rodenhauser 2012).

NOAH Leadership Summit

- Strategic Plan

- Awareness – value of arts for HCW
 - Present others' conferences
 - Work with NAM



- Playbook/Tools – support org level
 - Create toolkit for programs/systems
 - **Survey of active HCW programs (including Effects of COVID, could be scoping study)

BURNOUT, RESEARCH, PUBLIC HEALTH: CRITICAL ISSUES AND ACTION PLANS

Leadership Summit Report
January 16-17, 2020

A summary report commissioned by the National Organization for Arts in Health through the support of the Hamilton Saykaly Garbulinska Foundation and the Arts and Healing Program at Inova Schar Cancer Institute.

ARC – Arts for Resilience in Clinicians

- Video – supportnoahsarc.com
- Artists and art therapists leading:
 - Videos
 - Virtual classes
 - Virtual sessions – individuals/small groups
 - National & local HCW artists to lead
 - National & local artists to lead, DEI emphasis
- Starting pilot NY Health April, 2021
- Collaborating on prototype at Inova Schar Cancer Center/Smith Center (Northern VA) – Scott Stoner
- Website for all HCWs – free resources
- Expressive Arts Workbook for HCWs

ARC Health Care Worker (HCW) Portal

- ARC/NOAH Info
- Special 'member-only' area for HCW to engage in the arts
 - Videos
 - Host classes
 - Collaborative projects
 - Resources/links
 - Area to post HCW art
- Weekly blog with art prompts
- Resource list – articles/links about burnout, arts as a solution



Help Us Heal Our Healers

The National Organization for Arts in Health (NOAH) is launching a new program that will provide health care workers the type of release and self-care they need to help them fight COVID-19 burnout and manage their stress during this critical time.

NOAH's Arts for Resilience in Clinicians (ARC) project will offer health care workers free expressive art programs created to help combat burnout and anxiety, and manage the day-to-day pressures that can impact their mental wellbeing and work performance. Through a series of videos and virtual sessions available online or through a customized app, they will be able to access this vital support tool any time they choose.

Please join us in our effort to bring the comfort and support our health care heroes need now!

Why ARC:

Helps to alleviate helplessness and isolation, burnout and stress while participating in the expressive arts.

- **The first response, I can't draw.**
 - **Creating a safe space virtually. Choices.**
- **Non- verbal communication. Relax or engage.**
 - **Expressing Grief. Virtual community, sharing or not sharing.**

NOAH Survey - Arts-based Services Addressing Health Care Workers/Staff Wellbeing

- Answered survey: 94 (as of Wednesday, January 27, 2021)
- 53 completed most of survey (those in health care system and have program for HCW)

Programs:

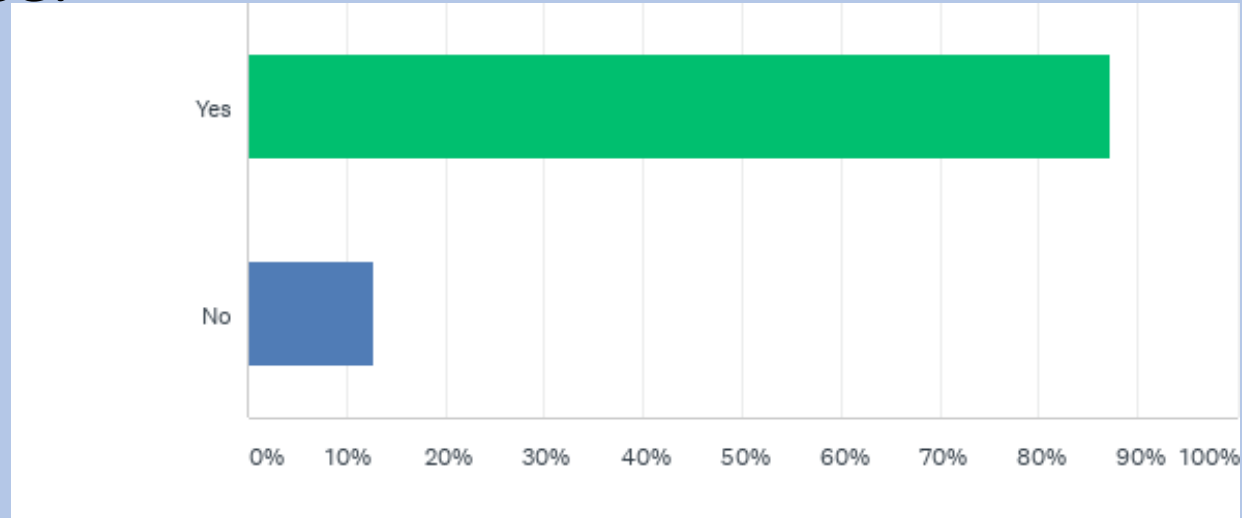
Massachusetts General Hospital, Harvard Medical School	Uf Health at the University of Florida	The U of Texas MD Anderson Cancer Ctr	Brazilian Voices/ Miami Cancer Center(Baptist Health South Florida	Snow City Arts/Rush University Medical Center	Creative Arts Program, Boston Children's Hospital	Virginia Commonwealth University
Creative Center at University Settlement	U of KY HealthCare Arts in HealthCare	Houston Methodist	Centra & Westminster Canterbury Lynchburg	Rush University	Texas Health Dallas	Cincinnati Arts Association & Hospice of Cincinnati
Contra Costa Health Services	Baton Rouge General MC	Sylvester Comprehensive Cancer Ctr	MetroHealth (Cleveland)	VCU Health	Owensboro Health Regional Hospital	Cincinnati Arts Association
Sanford Vermillion Medical Center	Mayo Clinic	Kaiser Permanente	Frontline Arts, Penn State	Knoxville Symphony Orchestra, U of Tennessee MC	Institute for Integrative Health & Walter Reed Natl Military MC	NYU Langone Medical Center
Georgetown Lombardi Arts and Humanities Program	Rady Children's Hospital	A Place To Be and Inova Hospital System	St. Luke's U. Hospital Network	Dartmouth-Hitchcock Health	Truman Medical Center, UMKC_SOM	Gifts of Art at University of Michigan
Healing Arts Medicine	Hearts Need Art serving Methodist Healthcare System	Central Louisiana Arts & Healthcare	Medical U of SC Health	Wolfson, Baptist, St Vincent, Mayo	Perelman School of Medicine, U of Penn	Sing for Hope/Maimonides Cancer Center and White Plains Hospital

Q4: In the setting where you work or volunteer, are the expressive or creative arts programs and experiences:

ANSWER CHOICES	RESPONSES	
Specifically designed for HCWs	8.97%	7
Designed to serve patients as well as HCW/staff	75.64%	59
No programs for HCWs	15.38%	12
TOTAL		78

Q5:

"I feel that our program is an example of best practice."



You Are a Work of Art - incorporates elements of best practice for the development, team structure, and delivery of services for HCW

Rx/Museum - impact of clinicians' well-being and professionalism via mixed methods analysis of longitudinal exposure to the visual arts.

Art of Health and Healing - Healing Through Creativity event – brings HCW together to show their creative side w/visual arts, performance, expressive arts, self-care

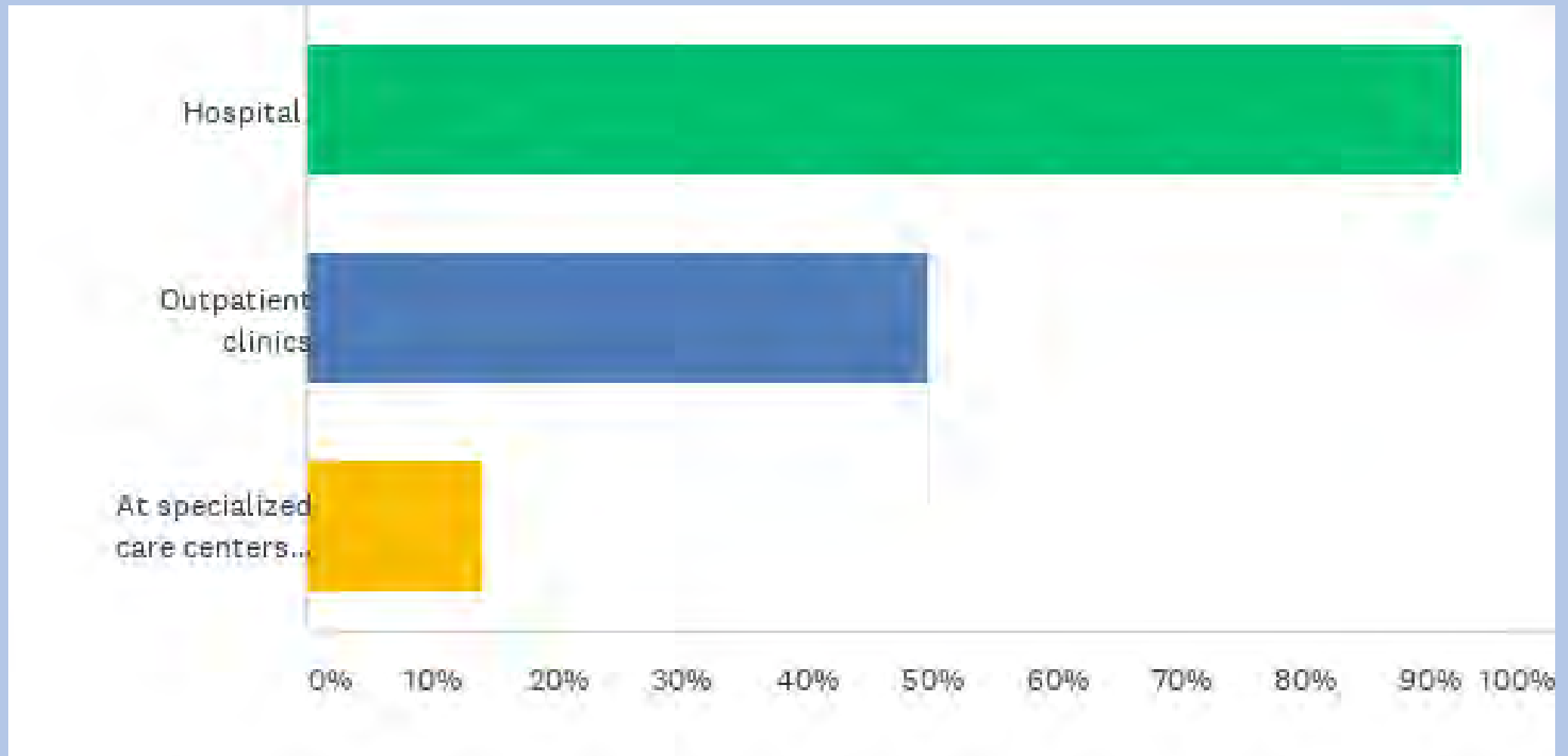
Compassion fatigue workshops, resiliency

Art cart program – engage artmaking, art kits for break rooms

Gratitude Gram – medical staff receive personalized email and video from a musician

Storytelling

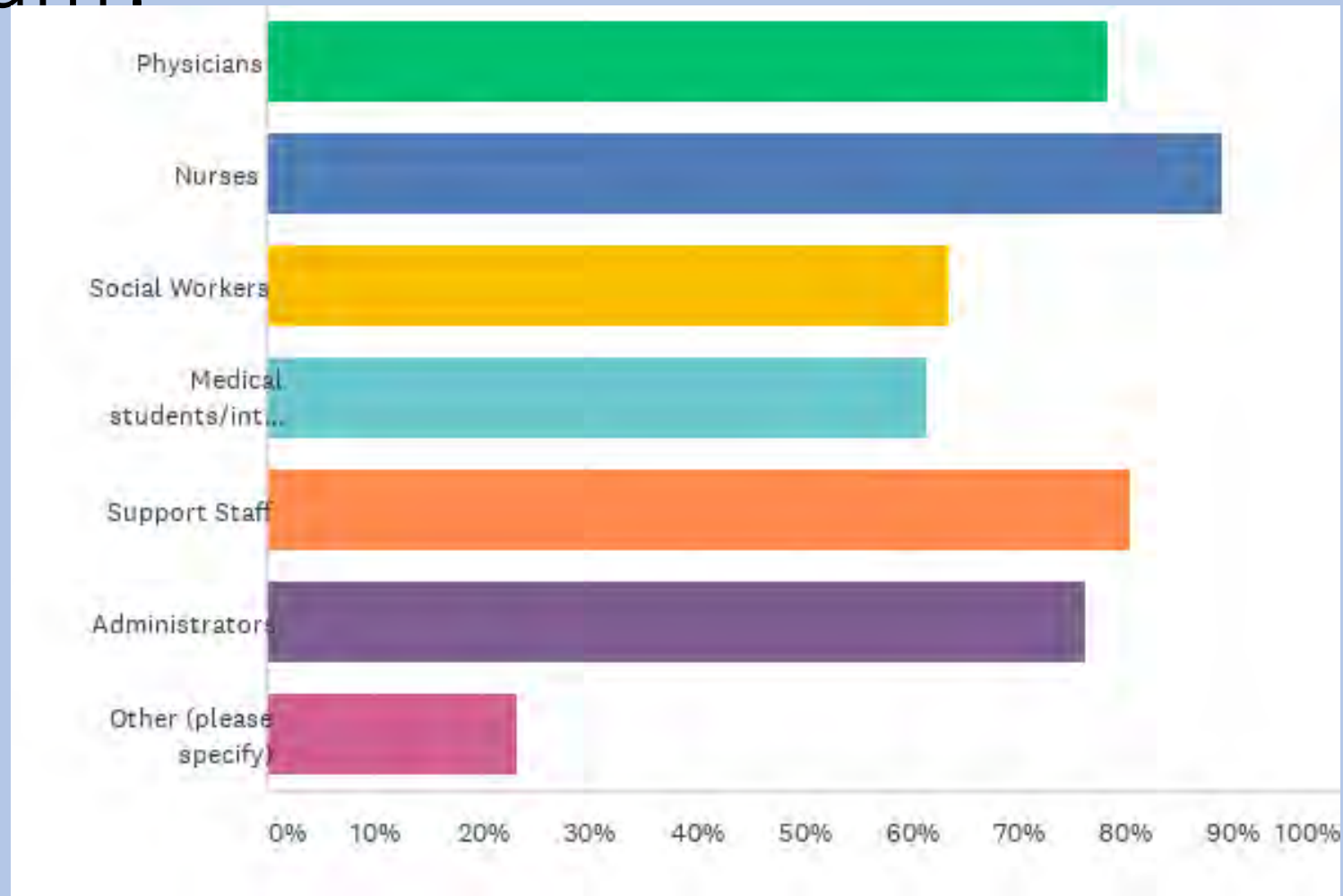
Q10: Location of programming



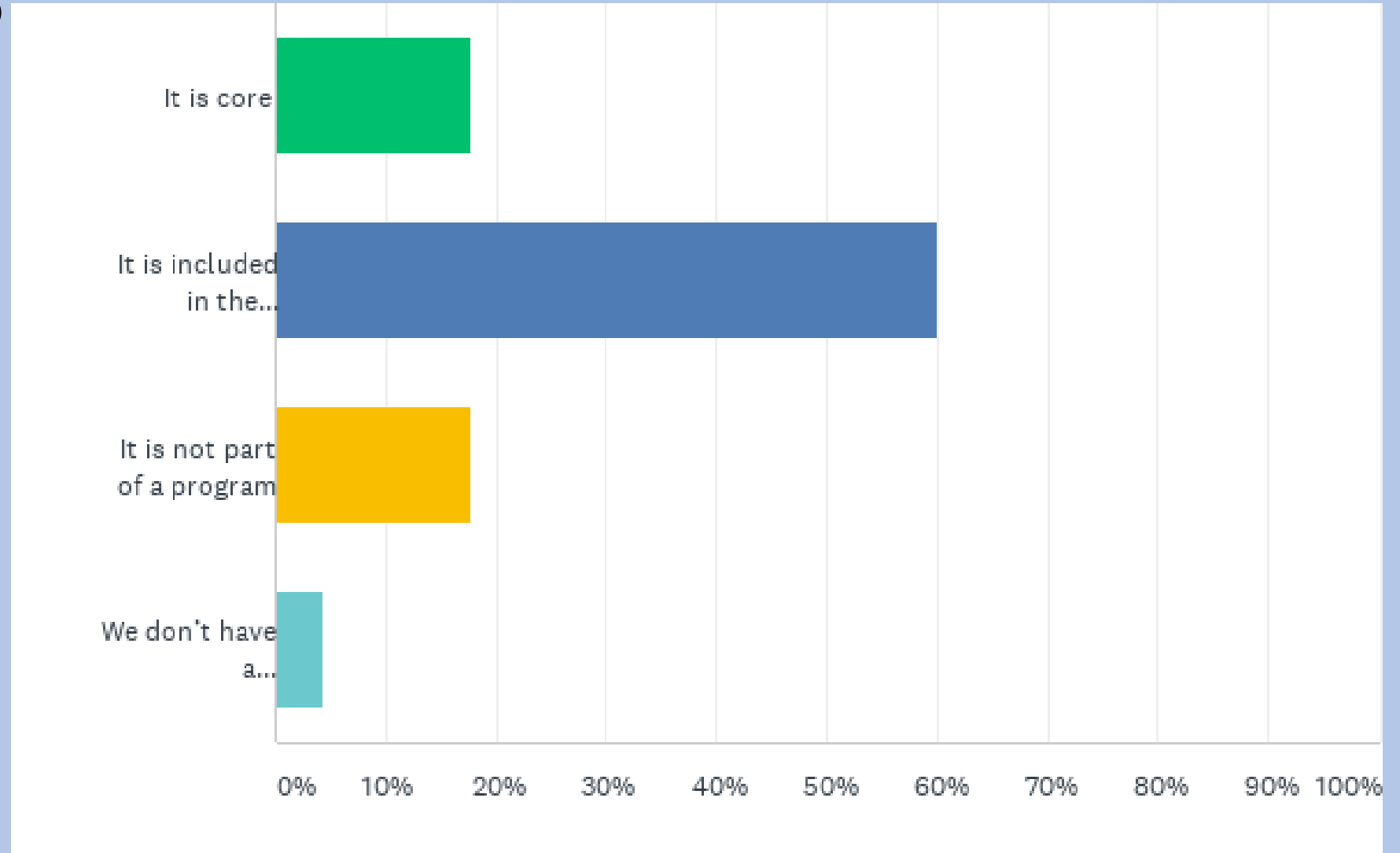
Other locations in the community

- Outdoors
- Telehealth/Online & via snail mail
- Local cultural organizations
- Cancer centers (now virtually due to the pandemic)
- Hospice
- Partnership with university fine arts department & community arts agencies
- Touring local art museums and art studios
- Medical College
- Hospice in-patient facilities AND visiting nurses' offices

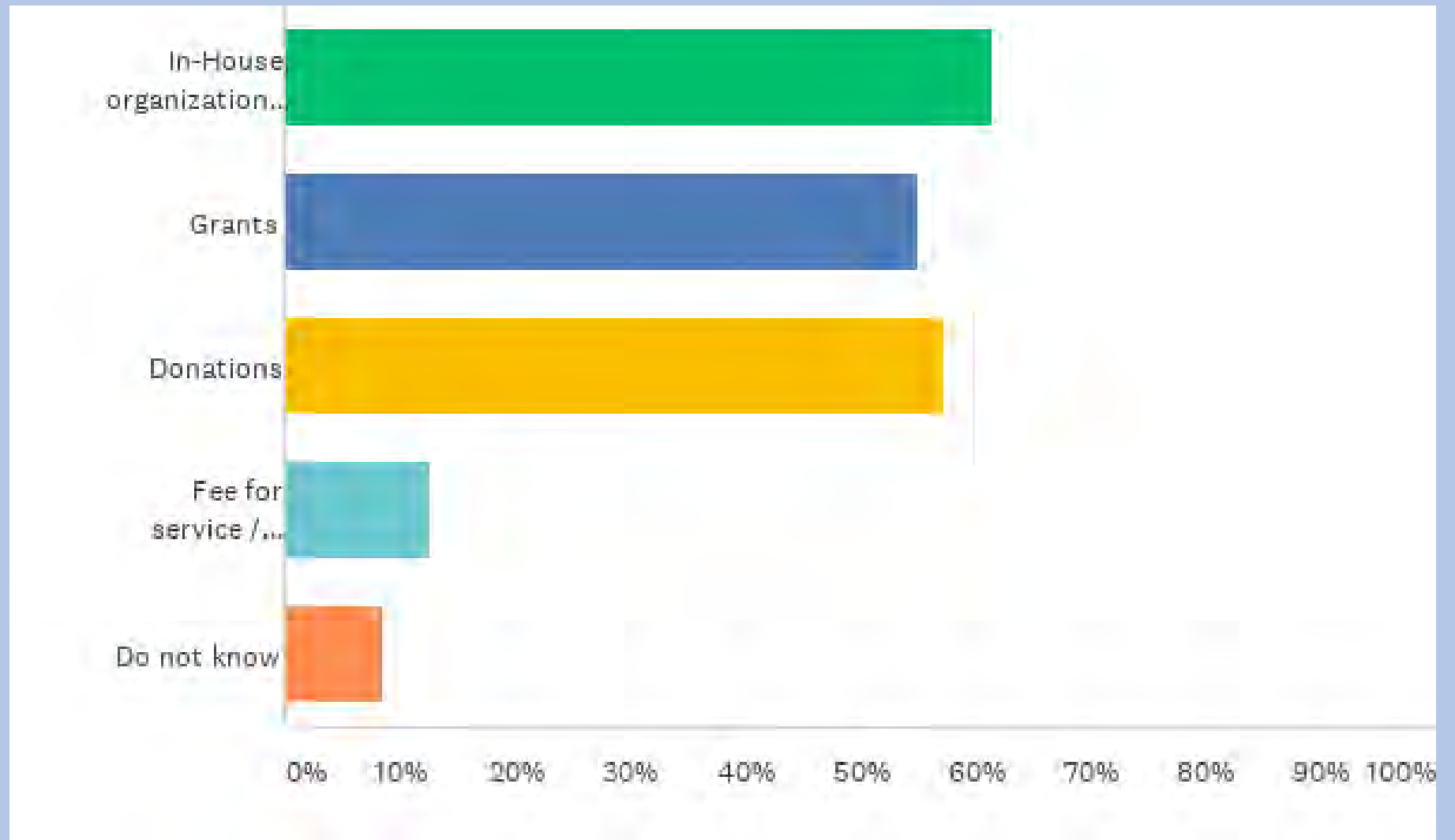
Q18: Which HCWs are served by this program?



Q20: Has your arts program been included as part of the wellness/well-being program at your institution?



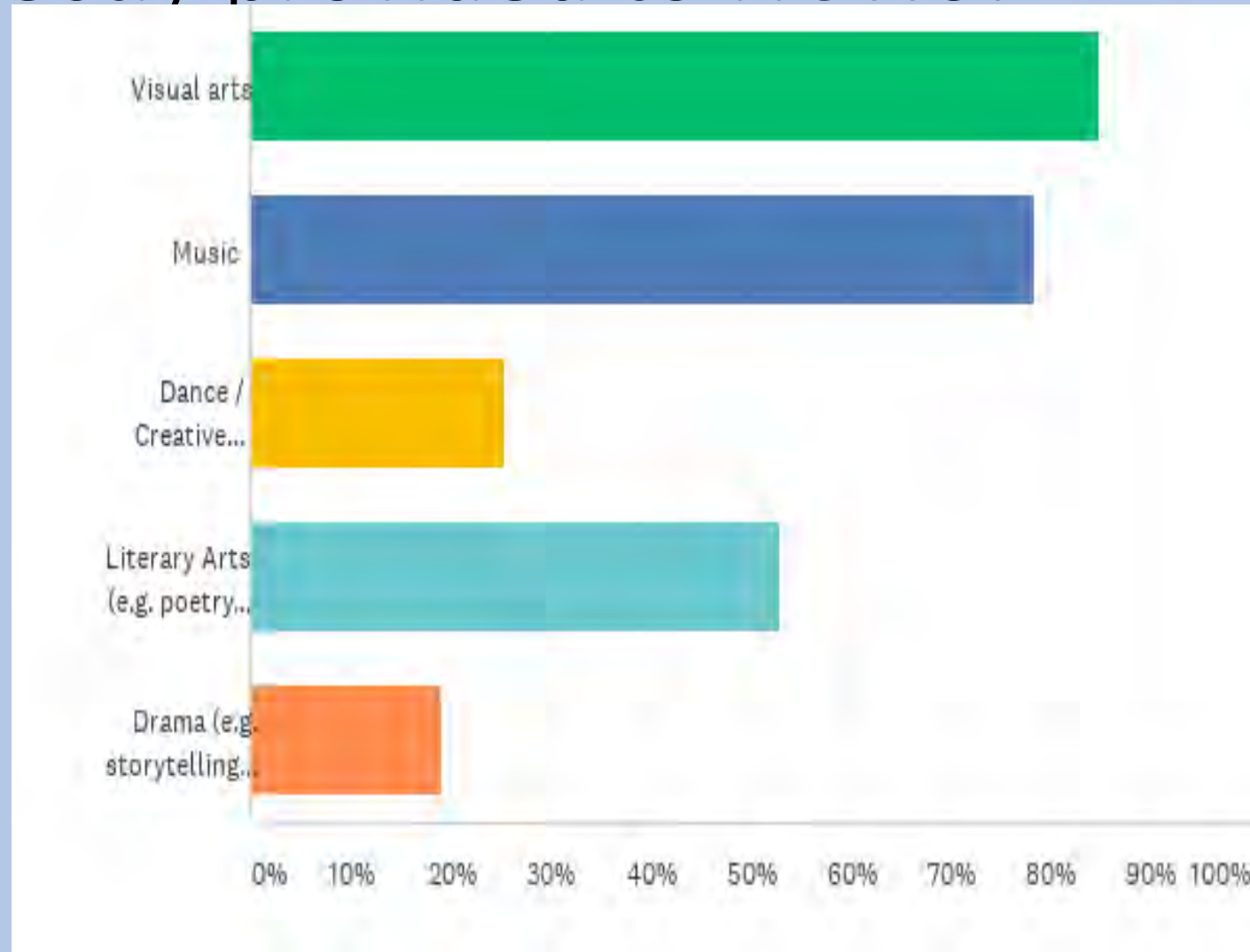
Q21: How is your arts program for HCW funded?



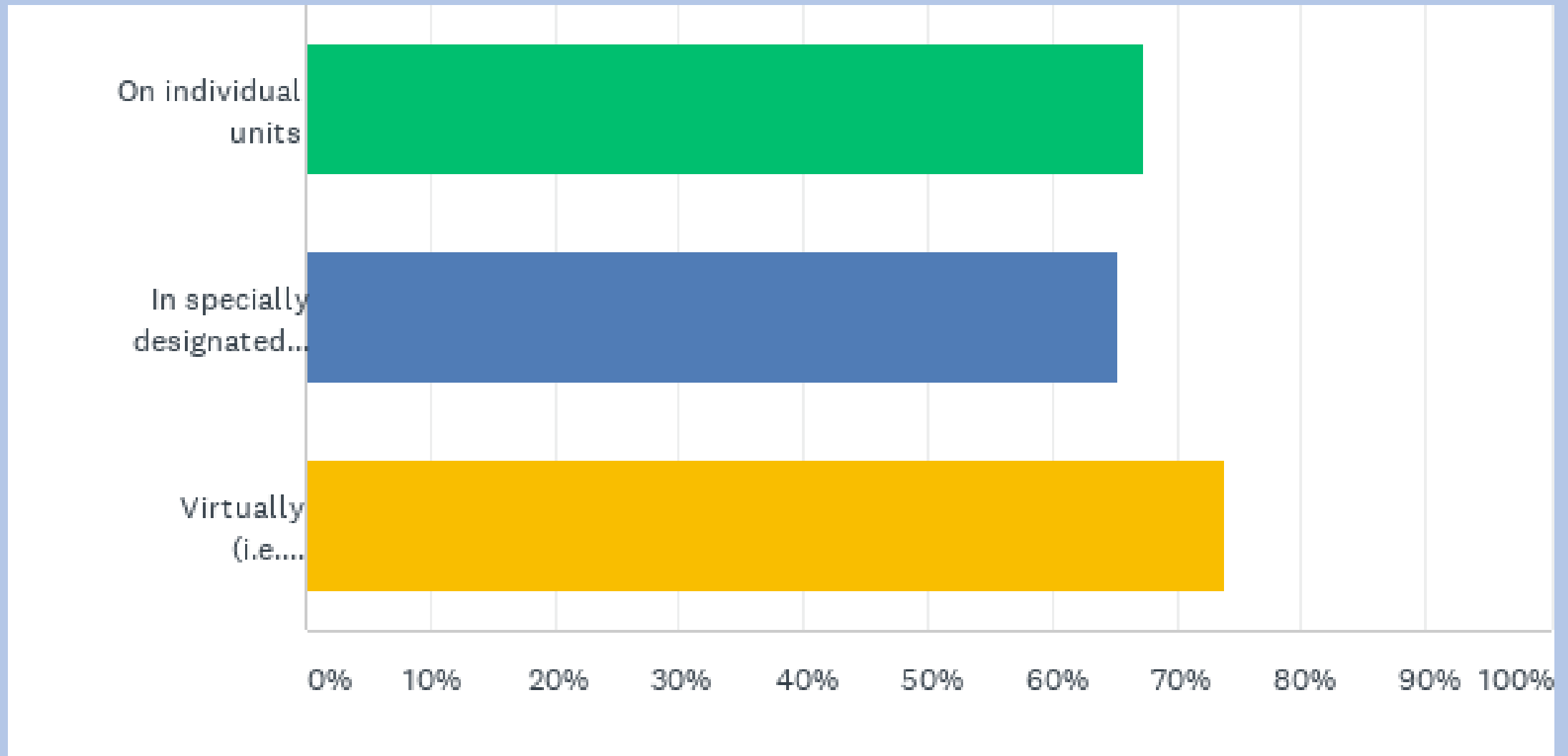
Q22: How has your arts-based program for HCWs shifted since COVID-19?

ANSWER CHOICES	RESPONSES	
Expansion of staff programming	26.19%	11
Decrease or loss of staff programming	28.57%	12
Change of program to virtual	42.86%	18
No change	2.38%	1
TOTAL		42

Q23: What types of arts-based experiences are directly provided to HCWs?



Q24: Where do activities for HCWs take place?



Q29: What is the response to your programming by your HCWs?

ANSWER CHOICES	RESPONSES	
Highly valued	63.83%	30
Somewhat valued	8.51%	4
Indicated improvements in burnout, anxiety, depression, PTSD	6.38%	3
Don't have data	4.26%	2
Other (please specify)	17.02%	8
TOTAL		47

Ex.— Expressive Arts – Art of Health & Healing

- Staff Wellness Program, \$12K grant from Hospital Foundation
- 20 videos – arts-based, 15-20 min., self-care
 - Yoga sessions with identified levels
 - Movement videos
 - Cooking videos to promote healthy eating
 - Meditation
 - Relaxation
 - Stress Management
 - Do It Yourself Home Art Projects
 - Breathing
 - Get Moving, Keep Moving, Being Physically Active
- Once/wk. virtual classes
- Community mural, 4” canvas- In-person, outside workshops – hope & gratitude
- Expressive Arts Workbook for staff

Expressive Arts Are A Powerful Tool for our HCWs

- HCWs need it! Burnout, Anxiety, PTSD
- It's worse already & going to get even worse w/ COVID, & **decline of COVID**
- The arts are good for well-being in HCWs
- We all need to advocate to bring these arts-based tools widely to HCWs
- ARC – Arts for Resilience in Clinicians – working to bring this to HCWs mostly virtually. Web portal for all HCW
- Program survey
- Resource List



NOAH

NATIONAL ORGANIZATION for
ARTS IN HEALTH

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