



The Providence Health Care Ethics Network

Our Formal Ethics Landscape,
Today, Tomorrow and Beyond

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The Ethics Network model

- ❖ Initially developed in the late 1990s
- ❖ 4 components:
 - Ethics mentors
 - Specific ethics committees
 - Organizational ethics committee
 - Ethics seminars
- ❖ Phase 1 near completion (today), phase 2 visioning under way (beyond)

Vision Planning

- ❖ Understanding where we are today
 - Upcoming survey: who, where, how?
- ❖ Facing current challenges
 - Lack of clarity about role of Mentors
 - Overwork
 - Insufficient time/commitment to develop skills and knowledge
 - Legitimacy, power and authority
- ❖ Moving forward
 - Broad vision consultation
 - Working with program leaders
 - Concentrated efforts to build skills and knowledge

*The Role of Ethics Mentors:
A Job Description*

- ❖ First line of support when ethics issues arise
- ❖ Help colleagues to:
 - Identify nature of the ethical issue
 - Work through issue in a systematic way (e.g. using a decision-making framework)
 - Access additional ethics resources (clinical ethicist)
- ❖ Identify systemic ethics issues
- ❖ Assist with ethics education

Knowledge Base Required

- ❖ Basic principles of health ethics
- ❖ Basic moral norms in society today
- ❖ One's own ethical perspective
- ❖ What it means from an ethics perspective to be a Catholic Healthcare Organization
- ❖ Key ethical issues faced in society
- ❖ Key ethical issues faced by the organization
- ❖ History behind these issues

Abilities required

- ❖ Identify ethical issues
- ❖ Systematically analyze an issue from an ethics perspective
- ❖ Communicate effectively
- ❖ Facilitate through conflict
- ❖ Recognize one's biases and limits
- ❖ Withstand influence of public/group opinion
- ❖ Access additional resources as/when required

Character Traits

- ❖ Wisdom
- ❖ Reason
- ❖ Justice
- ❖ Courage
- ❖ Compassion
- ❖ Humility
- ❖ integrity

*The ability to walk on
water would be an asset,
but is not formally
required*

*To perform the role of
Ethics **Mentor**...*

- ❖ Not easy
- ❖ Can't get from a two-day seminar
- ❖ Takes time, commitment
- ❖ Requires support

Where does this leave us?

- ❖ Today
 - Upwards of 400 individuals participated in the ethics mentor seminars
 - Many PHC Ethics Mentors working at various sites
- ❖ Beyond
 - Determine who, doing what, where and how
 - Develop systematic program-based approach supported by leadership

Where does this leave us?

- ❖ Tomorrow
 - Work with mentors to build skills and knowledge base required to do work
(starting now, really - today/tomorrow metaphor getting a bit bungled)
 - Use terrific existing resources as springboard

What we're asking existing mentors...

- ❖ Be clear on your role
- ❖ Continue to build knowledge and skill base
- ❖ Proactively work with the leader of Ethics Network together with your program leader to identify appropriate ethics support approach/system for your program
