



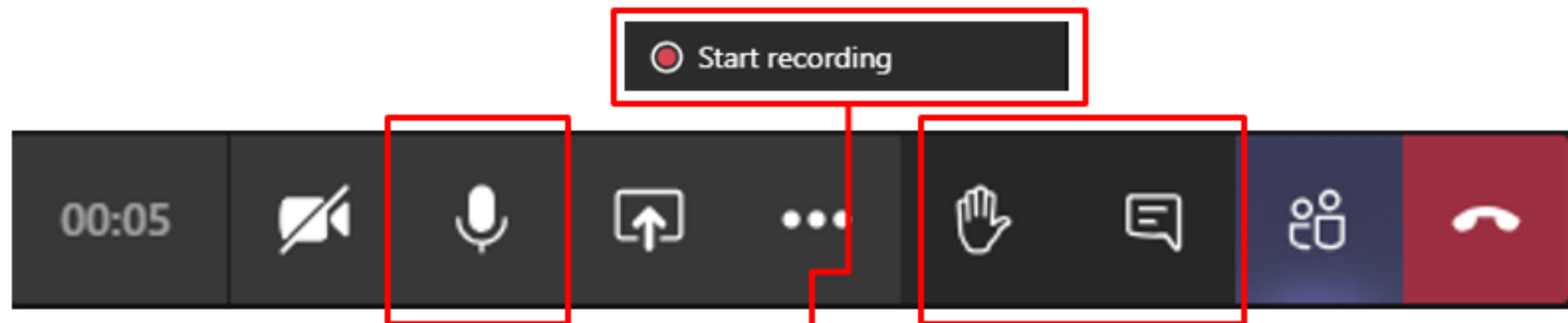
Building Moral Muscle: Creating a Culture of Ethics

Presented by Dr. Andrea J. Chatburn, D.O., M.A., HEC-C

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October 6, 2022

Meeting reminders



Please mute yourself while not speaking

We will be recording and posting our meeting

For questions & comments: Please raise your hand or use the chat window

Speaker has no financial conflicts of interest to disclose

Must we have moral courage?

What does it take to speak up for safety, ethics, and diversity?

Participants will explore skills in building moral muscle which will aid in creating an ethical environment of care in the spaces and places of work.

Learning Objectives

- Describe moral distress and moral courage
- Identify bystander scenarios that require moral courage
- Practice discreet skills that build moral muscle and aid in creating an ethical environment of care

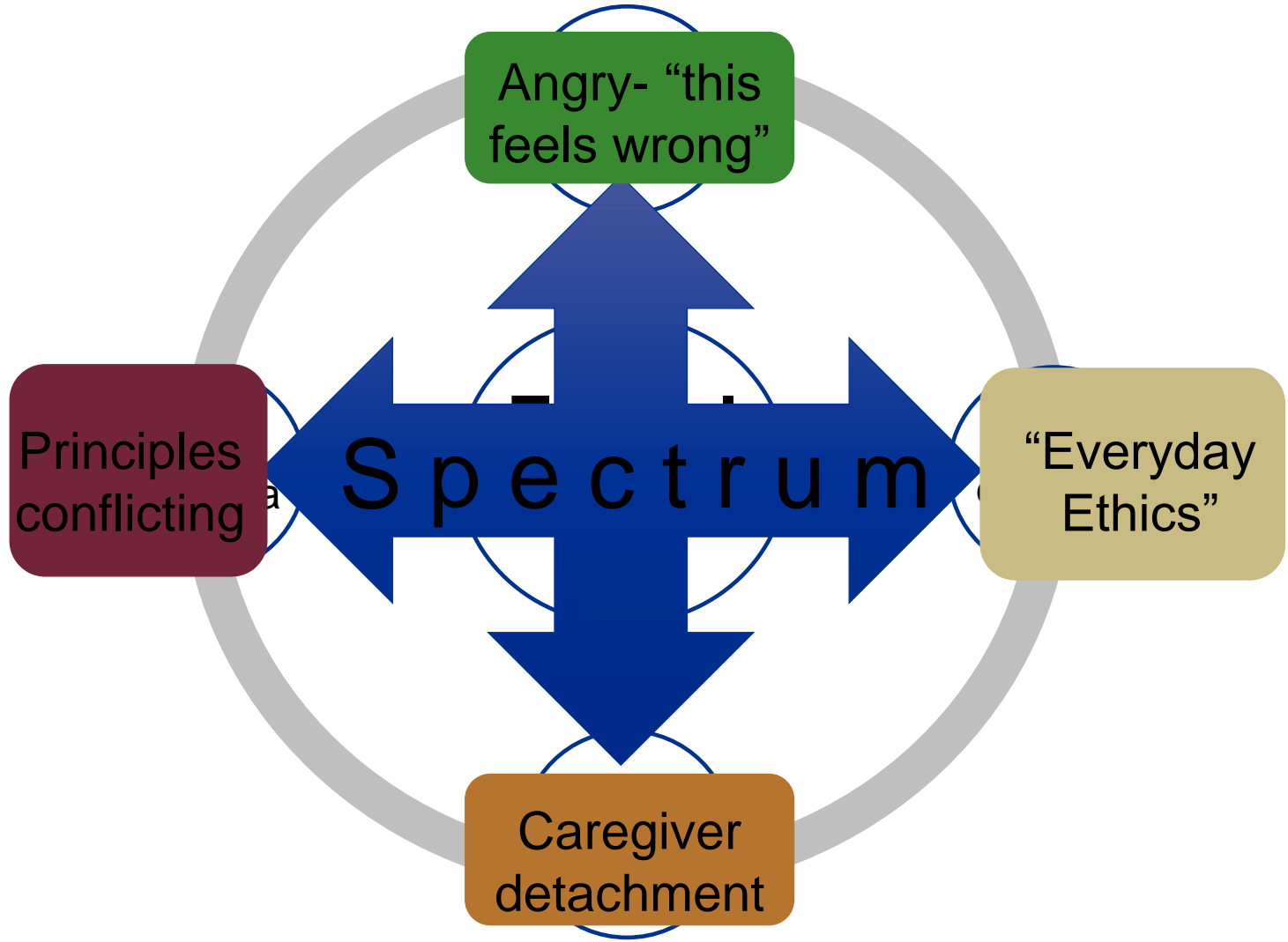
Moral Distress:

“Inability of a moral agent to act according to their core values and perceived obligations due to internal and external constraints”

Jameton 1984

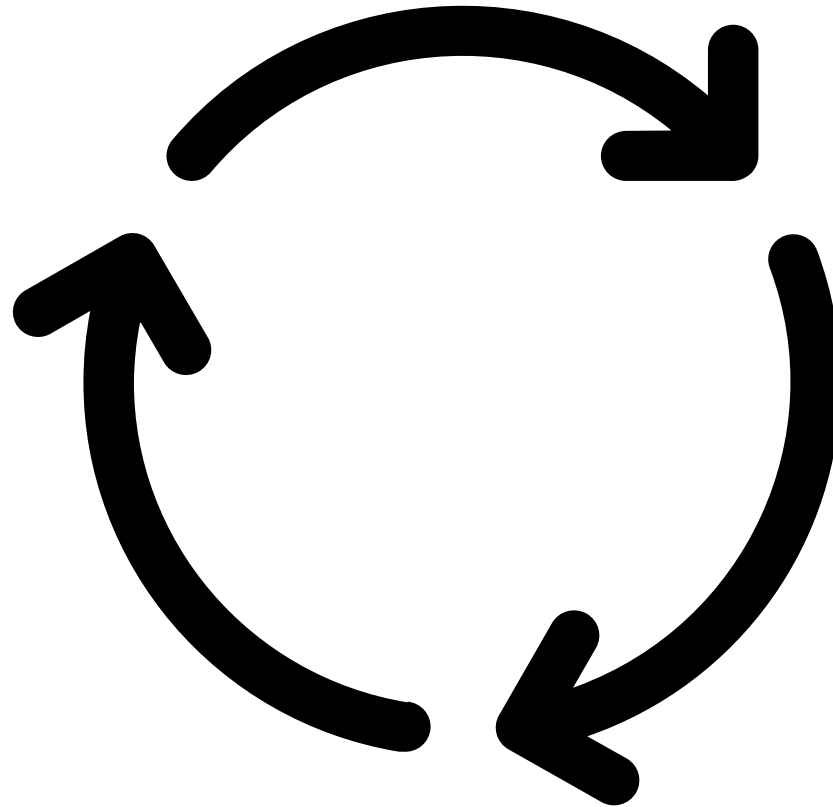
Moral Injury:

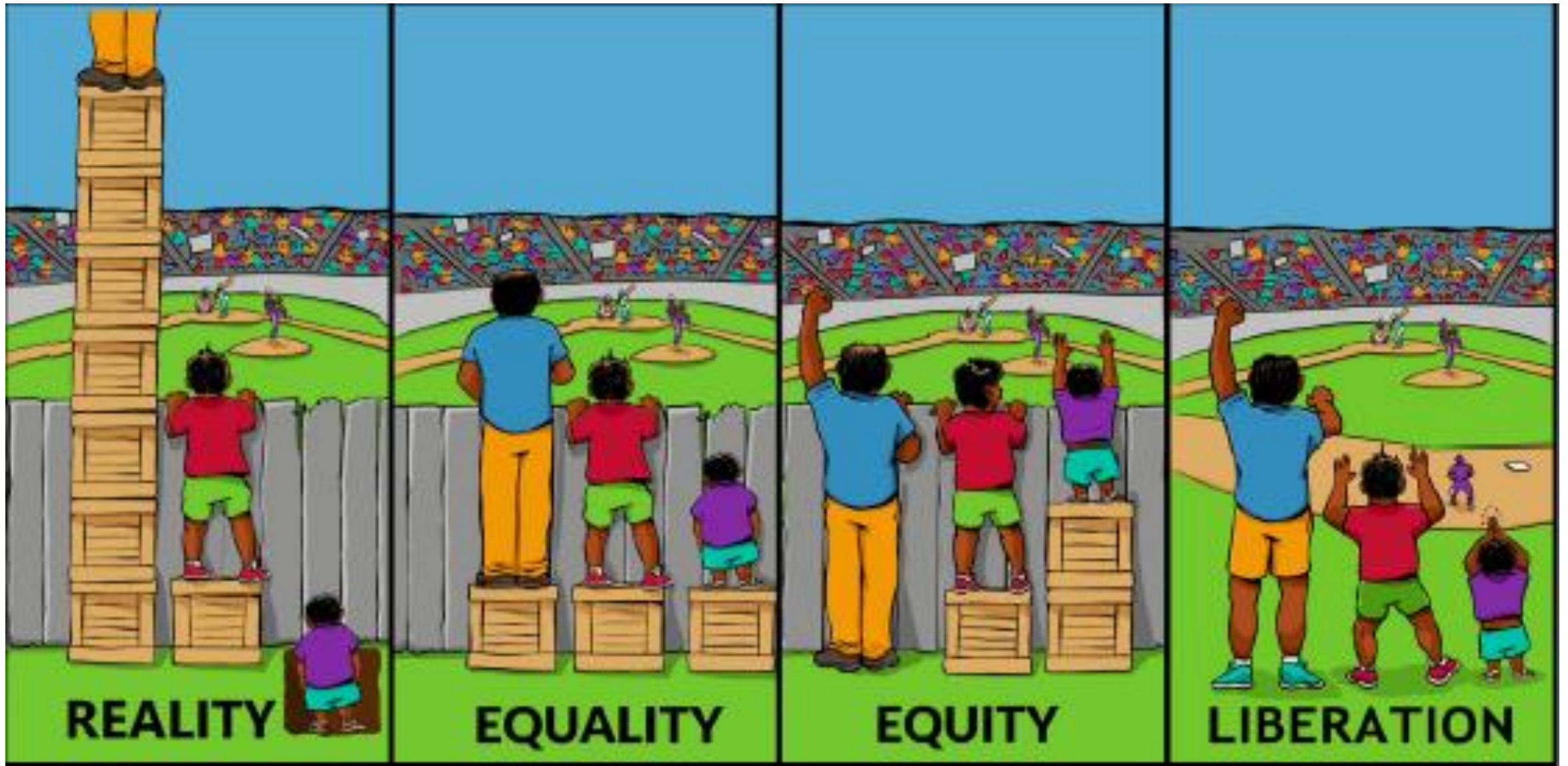
Participating in or assisting with an event that causes acute or chronic disruption of personhood



Institutional Sources of Moral Distress

- Lack of time
- Lack of administrative support
- Lack of continuity
- Poor communication
- Inadequate resources, staffing
- Hierarchical culture
- Institutional policy
- Unjust laws





Interaction Institute for Social Change accessed at <https://www.californiaadaptationforum.org/2018caf/equity/>

Crescendo Effect





Ethics is about presence & curiosity



A version of the *Golden Rule* can be found in every faith tradition across millennia, continents, and cultures



Providence “Map” for Clinical Ethics

Clinical Integrity

Beneficence

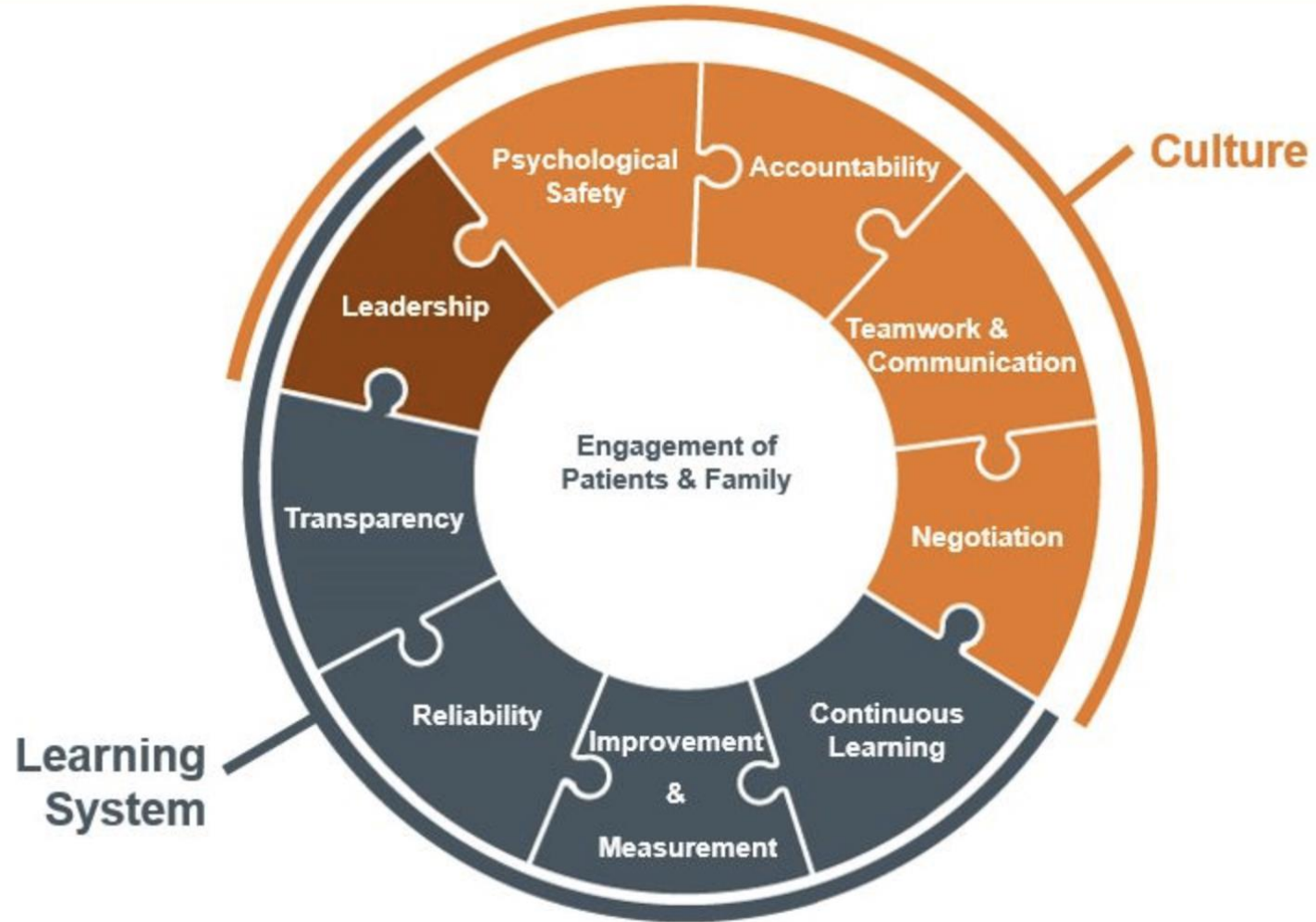
Autonomy

Justice &
Non-Maleficence

“Mattering Map”



DRAWN BY ME AND MR SHEPARD HELPD



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Source: Frankel A, Haraden C, Federico F, Lenoci-Edwards J. *A Framework for Safe, Reliable, and Effective Care*. White Paper. Cambridge, MA: Institute for Healthcare Improvement and Safe & Reliable Healthcare; 2017. (Available on ihi.org)





Bystander by June Lee

Presentation Title Here > Insert > Header & Footer



<https://www.theworkofthepeople.com/boundaries>

Summary – Building Moral Muscle



Open Questions



Perspective Taking



Principles & Values



Culture of Safety



Boundaries



Bystander Intervention



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