Partnerships in Dementia Care (PiDC) Alliance Connection

Providing Updates; Communicating Findings; Sharing Resources, Connecting Partners

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**Celebrating the Partners of the PiDC Alliance:   
Inspiring Culture Change in Dementia Care**

On November 20th 2015 the Partnerships in Dementia Care Alliance held an event to celebrate the partners of the Alliance and inspire service providers, retirement/long-term staff and   
persons in the community to enhance dementia care through culture change. The day started with an energetic performance of Chuck Pyle’s “Step by Step” by Dr. Al Power and a keynote on   
*Dementia Beyond Disease: Creating a culture of well-being for all.*

**Creating the Ideal Culture Change Process**

 During this exercise participants reflected on their culture change journeys so far and what an ideal culture change process would look like. Together they created a visual representation of what would be needed for culture change to work at its best.

**“Like the sun, CHANGE, brings LIFE  
 to an organization and the people   
who LIVE there”**

 *Youth and children*

 *Relationships*

 *Champions*

 *Resident voice/choice*

 *Music*

 *Humour*

 *Attitude adjustment*

 *Individuality*

 *Well-being*

 *Celebration*

 *Reflection*

 *Flexibility*

 *Evaluation*

 *Residents, staff and community engagement*

 *Ownership*

 *Increase in staff to resident ratio*

 *Innovation*

 *Language change*

 *Capacity building*

 *Modeling behavior*

 *Passion*

 *Strong leadership*

 *Commitment*

 *Life, laughter, love*

**Characteristics of Ideal Care Experiences and Indicators of Culture Change**

### During this exercise, groups were asked to reflect on the characteristics of an ideal care experience and identify indicators that will tell us that culture change is happening and an ideal care experience is in place.

### Below are some examples of what the groups came up with.

### Caring experiences are at their best when:

###  there is nurturing, reciprocal and meaningful relationships between all in the care context including persons with dementia/residents, family members, and staff

### - residents help each other; there are smiles and laughter; families know the names of staff; the management and staff hierarchy is broken down (are colleagues)

###  persons with dementia/residents, family members and staff all feel valued, appreciated and recognize

### - residents trust that staff will listen and respond; families feel that they are heard and have a say; staff are well supported and have enough time to provide customized care

###  flexible, consistent, life-affirming and person-centred care is the norm and choices are respected and honoured - residents’ culture is learned and honoured; family members’ opinions are valued; staff have enough time to build relationships with residents

###  persons with dementia/residents, family members and staff participate together regularly in meaningful, inclusive, and engaging activities - persons with dementia/residents contribute to the life of the home; families participate, and are present in activities; staff have more time to participate in activities and the ability to be flexible and build rapport

###  living spaces and environments are safe, accessible and feel/are like home

### - residents have a combination of multi-purpose spaces (social, quiet) with access to meaningful resources (e.g., books, cards, films); families can share birthdays and have family get-togethers; staff have a dedicated space for them to recharge on their breaks

###  there is humour, laughter and fun

### - residents report feeling happy and healthy, fun and safe; families are empowered to be involved (e.g., playing piano, singing, feeding, decorating, and attending various parties); staff are smiling and happy

###  persons with dementia/residents, family members, and staff have the education, knowledge, information, and support they need to live and care well

### - residents participate in the delivery of every dementia care or culture change program;

### families experience lower burnout, less stress, less time off, and visits to the doctor; 100% of LTC staff across all departments receive training in diverse approaches to dementia care (at least annually)

**Culture Change Posters**

The PiDC Alliance culture change coalitions were asked to share what they were most proud of during their culture change journey. The following posters represent their stories and experiences. The posters can also be viewed at:   
[**http://bit.ly/1OzOYaM**](http://bit.ly/1OzOYaM)









**LIVING Well with Dementia Video**

During the celebration event the PiDC Alliance launched   
*LIVING Well with Dementia*, a video created in   
partnership with the PiDC Advisory Group of persons living with dementia and their family members.

The video speaks to what it means for persons with dementia and their care partners to   
live well with dementia.   
It can be viewed at: <https://youtu.be/HQLNHJB1OjU>

**Walk with Me Conference**

**Walk with Me:   
Changing the Culture of Aging in Canada  
March 10-11, 2016  
Fantasyland Hotel, Edmonton, Alberta**

Walk with Me 2016 marks Canada’s second national conference on culture change, and will bring together older adults/residents, caregivers, educators, policy makers, students and researchers  from across the country to learn how to enhance the journey of aging across the continuum of care.

The conference will share culture change initiatives from across Canada, and features four exciting keynotes, including Dr. Sherry Dupuis (see below) and closing keynote Daniella Greenwood from Arcare Australia. Daniella will highlight the power of a relationship-focused approach to elder care, including key operational tips and practical tools that will assist in bringing relational approaches to life in your organization.

**To register for Walk with Me 2016 and view the program, visit** [**www.the-ria.ca/walkwithme**](http://www.the-ria.ca/walkwithme)

**Keynote  
March 11, 2016, 8:45AM – 10:00AM**  
**‘Just Dance with Me’: The Power of Relationships in LIVING  
*Dr. Sherry Dupuis,*** *Recreation and Leisure Studies and the PiDC Alliance, University of Waterloo*  
  
Relationships at multiple levels shape our everyday experiences, limiting and supporting our potential for and ability to live to the fullest. In this interactive session, we will explore relationships at the personal,   
organizational, and system levels that shape the aging experience and imagine new possibilities for supporting thriving in later life.

***Walk with Me 2016 is hosted by the Schlegel-UW Research Institute for Aging and the CapitalCare Foundation with feature sponsorships from Schlegel Villages, Revera Inc., Rexall, and Medical Mart/First Quality.***

**Partnerships in Dementia Care (PiDC) Alliance Partners**

**Culture Change Coalition Sites**

[Bloomington Cove](http://www.specialty-care.com/index.php/bloomington-cove)  
[Huron County](https://uwaterloo.ca/partnerships-in-dementia-care/alliance-partners/culture-change-coalitions/huron-county-culture-change-coalition)

[The Royal Oak](https://uwaterloo.ca/partnerships-in-dementia-care/alliance-partners/culture-change-coalitions/royal-oak-culture-change-coalition)

[The Village of Wentworth Heights](http://schlegelvillages.com/hamilton)

[The Willowgrove](https://uwaterloo.ca/partnerships-in-dementia-care/alliance-partners/culture-change-coalitions/willowgrove-culture-change-coalition)

[Yee Hong Centre for Geriatric Care](http://www.yeehong.com/)

**Research Management Team**

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Hamilton, McMaster University

Jennifer Carson, University of Waterloo

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Lorna de Witt, University of Windsor

Kim Fitzpatrick, Specialty Care, Inc.

Amy Go, Yee Hong Centre for Geriatric Care

David Harvey, Alzheimer Society of Ontario

Paul Holyoke, Saint Elizabeth Health Centre

Janet Iwaszczenko, Bloomington Cove

Sharon Kaaslainen, McMaster University

Ken LeClair, Queen’s University

Carol McWilliam, Western University

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Bryan Smale, University of Waterloo

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Frances Westley, University of Waterloo

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**PiDC Alliance Partners**

Advocacy Centre for the Elderly

Alzheimer Knowledge Exchange

Alzheimer Outreach Services

Alzheimer Society, Hamilton and Halton  
Alzheimer Society, Huron County

Alzheimer Society, London and Middlesex

Alzheimer Society, Peel

Alzheimer Society of Canada

Alzheimer Society of Ontario

Alzheimer Society, York Region

Canadian Coalition for Seniors’ Mental Health

Canadian Dementia Knowledge Translation Network

Canadian Gerontological Nurses Association

[Chartwell Long Term Care Homes](http://www.chartwell.com/)

Concerned Friends of Ontario Citizens in Care Facilities

Conestoga College Institute of Technology and Advanced Learning

Dementia Advocacy and Support Network  
International  
Department of Psychiatry and Behavioural   
Neurosciences, McMaster University

Department of Psychiatry, Queen’s University

[Dotsa Bitove Wellness Academy](http://www.dotsabitove.com/)

Division of Geriatric Psychiatry  
McMaster University Faculty of Applied Health Sciences, University of Waterloo

Faculty of Health Sciences, McMaster University

Faculty of Health Sciences, Western University

Faculty of Nursing, University of Windsor

Geriatric Psychiatry Program, Mount Sinai Hospital

Hamilton Niagara Haldimand Brant LHIN

Homewood Health Centre

Java Music Club

Local Health Integration Network – Central

Long-Term and Continuing Care

Association of Manitoba

Ministry of Health and Long-Term Care

Murray Alzheimer Research and Education Program

National Initiative for the Care of the Elderly

Office of the President, University of Windsor

Office of the Vice-President, Research,

University of Waterloo

One Care

Ontario Association of Non-Profit Homes and Services for Seniors

Ontario Community Support Association

Ontario Dementia Network

Ontario Family Councils’ Program

Ontario Interdisciplinary Council of Aging and Health

Ontario Long-Term Care Association

Ontario PsychoGeriatric Association

Ontario Seniors’ Secretariat

Regional Geriatric Program Central

Registered Nurses’ Association of Ontario

Revera Incorporated

Saint Elizabeth Health Care

Schlegel-UW Research Institute for Aging

School of Part-Time Studies, Algonquin College

Seniors Health Research Transfer Network

Sheridan Elder Research Centre, Sheridan College

South West Community Care Access Centre

South West Local Health Integration Network

Specialized Geriatric Services of Southwestern Ontario

The Village of Wentworth Heights

University of British Columbia

Waterloo-Wellington LTCH Linkages

Yee Hong Centre for Geriatric Care

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PartnershipsInDementiaCareAlliance