

PiDC  
Partnerships  
in Dementia Care

Enhancing Dementia Care for Everyone



# PiDC Alliance Connection

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## Introducing The Village of Wentworth Heights— `Reaching for New Heights` Culture Change Team

### An Accelerated Approach to Culture Change:

The Village of Wentworth Heights is a 120-bed LTC home in Hamilton, ON owned by Schlegel Villages and is also a PiDC Alliance Culture Change partner.

Wentworth Heights' *Appreciative Inquiry* journey for culture change was undertaken as part of a larger corporate initiative within the Schlegel Villages organization. The Village of Wentworth Heights Culture Change Team is called *Reaching For New Heights* (RFNH). Like Yee Hong, Huron County, and Bloomington Cove sites, this team includes residents, family partners in care, team members from all levels, departments, and shifts.

As part of the larger corporate process, members of the RFNH team participated in a 3-day *Appreciative Inquiry* summit in Fall 2010 which included staff, residents, and family partners in care. RFNH used an accelerated method of *Appreciative Inquiry* (compared to other PiDC Alliance sites). At the summit, this group worked to: 1) **discover** their strengths; 2) share their **dreams** for a more ideal future; and 3) **design** aspiration statements to put their dreams into words. Since the summit, the RFNH has worked together to develop goals and action steps to turn their aspirations into operational realities.

RFNH is at the *Delivery* phase, sometimes called the *Destiny* phase of the project. Below, are the Aspiration Statements selected by RFNH and a photo of staffer Christine Legacy, wearing a t-shirt showing RFNH's 'Aspiration Statements' at an Education Day event.

### Culture Change Aspiration Statements at The Village of Wentworth Heights

- 1) Flexible Living— residents have choice about when to sleep, wake and participate in activities
- 2) Flexible Dining— residents have more choice in when and what they eat
- 3) Shared and Meaningful Activities-- expanding the variety and scope of structured and unstructured leisure activities



## What's Happening this Fall?

- The Huron County and Bloomington Cove CCCs are rounding out the *Discovery Phase* by analyzing data they have collected from research methods they have chosen to use for their individual sites.
- The Yee Hong Centre CCC will continue working through the Dawning phase..

## PiDC Alliance Research Team Members Present Findings at Academic Conferences

This fall, members of the PiDC Alliance research team are presenting papers about the PiDC Alliance Culture Change process at two major academic conferences. The PiDC Alliance Team are thrilled to take their reflections on the Culture Change Process thus far to an international academic audience.

At the Canadian Association of Gerontology Annual Meeting in Vancouver, BC:

- **Drs. Sherry Dupuis and Lisa Meschino** will discuss the work to date at Bloomington Cove where the CCC has worked to foster inclusiveness and has begun work on analyzing the data collected during the *Discovery* Phase of the Appreciative Inquiry process.
- **Dr. Jenny Ploeg** presents the work to date at the Yee Hong Centre for Geriatric Care in Markham. Dr. Ploeg discusses how the Yee Hong CCC, which serves a primarily Chinese and South Asian population, incorporates an understanding of specific cultural traditions in their approach to Culture Change in the *Dawning* phase of the Appreciative Inquiry process.
- **Jennifer Carson** discusses the unique process of culture change at The Village of Wentworth Heights, talks about her findings and experiences in facilitating an organization-wide culture change process, and shares the experiences of a PiDC Alliance site working in the *Delivery* or *Destiny* phase.
- **Dr. Lorna De Witt** shares PiDC Alliance experiences in the creation of the *Dawning* phase of Appreciative Inquiry and talks about how this phase, new to the traditional Appreciative Inquiry process, helps CCC's foster authentic relationships and sets the stage for the subsequent four stages: *Discovery*; *Dream*; *Design*; and *Delivery*.

At the Gerontological Society of America Annual Meetings in San Diego, CA:

- Researchers from the PiDC Alliance led by Drs. Sherry Dupuis and Carrie McAiney present a poster entitled 'Mapping a Participatory Culture Change Process in Dementia Care' in which they will outline the personal, social and systemic 'speedbumps' which have affected culture change at the 4 PiDC sites and the specific supports that have worked so far in aiding the culture change process.

## The PiDC Alliance Welcomes New Team Members: Dr. Darla Fortune and Dr. Sacha Geer

Over the summer, the PiDC Alliance team said good-bye to Post-Doctoral Fellow Dr. Jennifer Gillies, who has begun a new position as the Executive Director at The Alzheimer Society of Kitchener Waterloo. In her place, the PiDC Alliance welcomes Dr. Darla Fortune as a new Post-Doctoral Fellow. Dr. Fortune holds a doctorate from the University of Waterloo's Department of Recreation and Leisure Studies and brings to the team strong skills in conducting participatory action research. In her new position, Darla will assume a position on the PiDC research team for the Huron County CCC and assist all four Culture Change Coalition sites in facilitating the Appreciative Inquiry process. Contact Darla at [dbfortun@uwaterloo.ca](mailto:dbfortun@uwaterloo.ca) or 519-888-4567, ext. 36844 Knowledge Translation Specialist Zara Rafferty has also moved on from the PiDC Alliance team. In her place, we welcome Dr. Sacha Geer. Dr. Geer holds a doctorate in Cultural Anthropology from McMaster University and is an

experienced educator and communicator specializing in supporting diverse groups. In her role, Sacha will support Culture Change Coalitions at all four sites by working with the research team to develop tools and resources for each phase of the Appreciative Inquiry project. Sacha will also make PiDC Alliance findings, initiatives and progress accessible to the public through the newsletter, online and elsewhere. Contact Sacha at [sgeer@uwaterloo.ca](mailto:sgeer@uwaterloo.ca) or 519-888-4567, ext 35280.

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