

# PiDC

Partnerships  
in Dementia Care

Enhancing Dementia Care for Everyone



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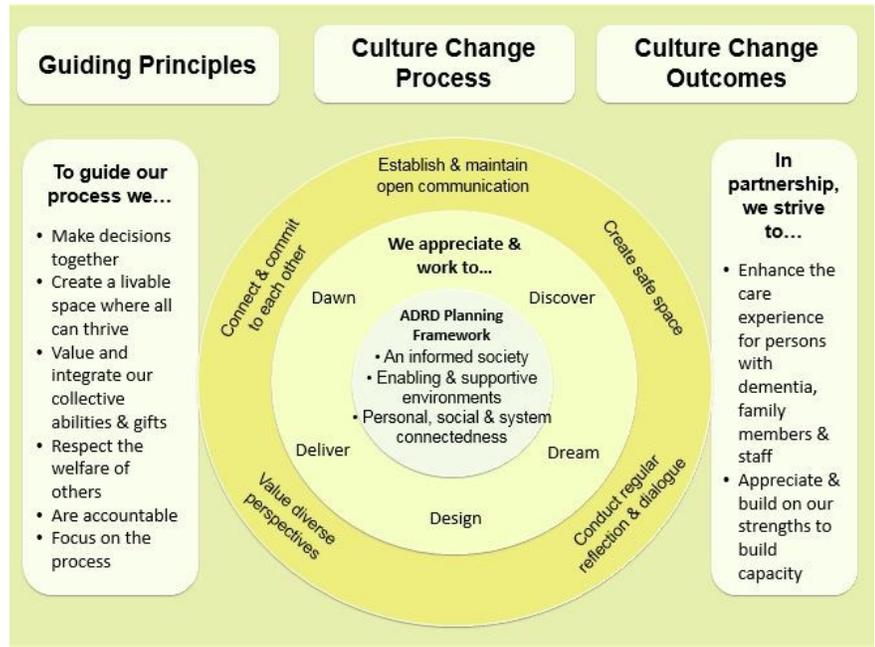
## Aligning Dementia Care Practices with Relational Theory: Examples from the Partnerships in Dementia Care (PiDC) Alliance

Sherry L. Dupuis<sup>1</sup>, Carrie McAiney<sup>2</sup>, Susan Brown<sup>3</sup>, Jennifer Carson<sup>4</sup>, Lorna de Witt<sup>5</sup>, Darla Fortune<sup>6</sup>, Sian Lockwood<sup>6</sup>  
Kimberly J. Lopez<sup>4</sup>, Janet McKeown<sup>6</sup>, Jenny Ploeg<sup>7</sup>, Kristie Wiedenfeld<sup>8</sup>

The Partnerships in Dementia Care (PiDC) Alliance is a culture change (CC) initiative based in Canada. Guided by the philosophical underpinnings of the Alzheimer Disease and Related Dementias Framework, authentic partnerships, participatory action research, and Appreciative Inquiry (AI), the PiDC Alliance is facilitating a CC process focused on aligning care practices with relational theory.

Working within five diverse long-term care (LTC) homes (Bloomington Cove, The Royal Oak, The Village of Wentworth Heights, The Willowgrove, Yee Hong Centre for Geriatric Care) and one community dementia care

setting (Huron County), the ultimate goal is to enhance the dementia care experience for all within (LTC) homes and community care. Our CC processes at each research site are informed by persons with dementia, family members, staff at all levels, and community partners.



### Aligning Culture Change Values with Relational Theory

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| <ul style="list-style-type: none"><li>• Flexibility</li><li>• Choice and self-determination</li><li>• Dignity and respect</li><li>• Nurturing body, mind, and spirit</li><li>• Knowing and focusing on the person</li><li>• Living life</li><li>• Enabling normalizing environments</li><li>• Close interdependent relationships</li><li>• Collaborative decision-making</li></ul> | <ul style="list-style-type: none"><li>• Mutuality and relational responsibility</li><li>• Mutual empathy</li><li>• Authenticity</li><li>• Sharing power</li><li>• Mutual accommodation</li><li>• Relational competence</li><li>• Learning through disconnection and connection</li><li>• Relational ethics</li></ul> |
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<sup>1</sup> Recreation and Leisure Studies, University of Waterloo, Waterloo, <sup>2</sup> Dept of Psychiatry & Behavioural Neurosciences, McMaster University, Hamilton, <sup>3</sup> Schlegel-University of Waterloo Research Institute for Aging, <sup>4</sup> Aging, Health and Well-Being Collaborative PhD Program, University of Waterloo, Waterloo, <sup>5</sup> Faculty of Nursing, University of Windsor, Windsor, <sup>6</sup> Partnerships in Dementia Care Alliance, University of Waterloo, Waterloo, <sup>7</sup> School of Nursing, McMaster University, <sup>8</sup> Wentworth Heights, Schlegel Villages, Hamilton, Canada.

## Dawn

Members work together to establish a Culture Change Coalition that is inclusive of all key stakeholders and where they begin to develop trusting relationships. Together, skills and knowledge are developed to prepare for the appreciative culture change process. We build strong relationships and capacity by...

- Getting to know one another's strengths and abilities
- Exploring what all members need to feel safe in the partnership
- Learning the differences between person-centred and relational care models
- Identifying care practices and their alignment with culture change values
- Exploring the differences between problem-based and appreciative models

## Discovery

Members work together to gather stories about what gives life to a community when it is at its best, and discover what the information is telling them about an ideal future. Together we discovered the best of what is by ...

- one-on-one appreciative interviews
- facilitating community discussions
- engaging in arts-based activities with persons with dementia
- administering CARE profiles
- hosting an Appreciative Inquiry Summit
- hosting focus groups

We asked persons living with dementia, staff, family care partners, and community members to describe a positive care experience that they had been a part of, what was happening, and what made the experience positive.

## Dream

Based on what they discover, members work to imagine an ideal future for their group or organization. Dreams should not be obstructed by concerns over finances, bureaucracy or current policy. Together we dreamed an ideal future by...

- Using guided imagery that reflected an alternative future
- Brainstorming what an ideal care experience would look like that built on existing strengths
- Creating artistic representations of the ideal future
- Using themes to create aspiration statements (a shared vision or guide) based on positive stories and experiences shared during Discovery

## Design

Members work together to identify specific strategies and actions and create a clear action plan that describes how dreams will be realized. Together we designed for the ideal future of care and support by...

- Sharing aspiration statements and collecting feedback through meetings with key stakeholders, staff huddles, family and resident council meetings, conversation cafes, family focus groups, arts-based activities with residents, newsletters, online questionnaires, Bright Ideas contest, community forums, etc.
- Creating SMART goals based on the dreams and suggestions from all involved in care.
- Making decisions about timelines to meet goals, who needs to be involved, resources and supports needed, etc.

## Delivery

Members work together to put the plan into action to make the dream a reality.

Some of the changes we have made together include:

- Introduction of Cove's Corner (a new networking forum)
- Family Council using AI during meetings
- My Life's Journey (a visual representation of what is most meaningful/important to residents)
- Implementation of an iPod Program
- Culture change T. Shirts
- Increased collaboration between diverse service providers
- Supporting attendance at the Pioneer Network culture change conference
- Introduction of Conversation Cafes
- Greater awareness of staff contributions
- Higher staff involvement
- Increased engagement with arts-based activities
- Development of life skills stations for residents