

Relationally Speaking: Focusing on Wellness to forward Culture Change Journeys in Canadian Long-Term Care Homes

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Culture Change

Aims & Process**

- Enhancing care experience for residents including persons with dementia, family members, and staff
- Appreciating and building on strengths to build capacity

The integrated theoretical framework by Dupuis et al, (2015) is a process used by the Partnership in Dementia Care Alliance based on the ADRD Planning Framework, the Authentic Partnership Approach, Participatory Action Research and Appreciative Inquiry where culture change can occur.

Outcomes***

- Flexibility
- Choice and self-determination
- Dignity and respect
- Nurturing body, mind, and spirit
- Knowing and focusing on the person
- Living life in community (home environment)
- Interdependent relationships
- Collaborative decision making

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Dupuis, S., McAiney, C. A., Fortune, D., Ploeg, J. & de Witt, L. (2014). Theoretical foundations guiding culture change: The work of the Partnerships in Dementia Care Alliance. *Dementia*, 0(0), 1-21.

Baker, B. (2007). *Old age in a new age: The promise of transformative nursing homes*. Nashville, TN: Vanderbilt University Press.
Dupuis, et al. (2015). Aligning dementia care practices with relational theory: Examples from the Partnership in Dementia Care (PiDC) Alliance. *Alzheimer Disease International Conference*: Perth, Australia.
Hill, N. L., Kolanowski, A. M., Milone-Nuzzo, P., & , & Yevchuk, A. (2011). Culture change models and resident health outcomes in long-term care. *Journal of Nursing Scholarship*, 43(1), 30-40.
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focusing on wellness to drive culture change

examples

- The needs and voices of all, including individuals who require more support who are less verbal must be considered and met in creative ways.
- Consider ways to meet personal space preferences.
- Find ways to create more pleasurable dining experiences.
- Reconsider the need to move residents when health status changes.
- Ensure adequate staffing
- Enable access to the outdoors.

implications & future directions

Using understandings of resident wellness to scaffold practice decisions is a way to begin to make small changes towards each personal recognising themselves as a **“well” individuas, realising strengthened relationships, and creating/enhancing communities of care** through culture change. Each person engaged in and supported by strong, well relationships should be able to feel that they can contribute to making living better in their LTC home community, in what ever way is meaningful. Future and current directions include dissemination of this model at conferences, published research (peer-reviewed, LTC home magazines), consultations with LTC homes and community organisations, as well as current research in the area of staff wellness. This research reveals that further study is needed in the areas of family member wellness, volunteer/community member wellness, and intergroup relational wellness as it relates to pushing forward culture change aims in a LTC home context.

introduction

The culture change movement in long-term care (LTC) homes is steadily gaining momentum across Canada. The movement focuses on transforming the medical/institutional culture within LTC settings to one that embraces relational caring principles and supports living life to the fullest. Instead of viewing LTC homes as places of death and dying, a relational approach nurtures living and wellness. Data from multiple sources suggest four key markers of wellness including: a well home, well relationships, personal well-being, and activities were needed for living well. This conceptual paper draws on findings from a two-year participatory action research study that brought residents, family members, and staff together within a LTC home to explore meanings of resident wellness to develop a wellness framework that could guide practice decisions. Upon reflection, our resident wellness framework provided a lens, which through when grounded in relational theory, align and promote culture change values in day-to-day care decisions.

relevance

Within health care, many practices exist for the promotion of health and well-being. Interestingly, an article that examines the integration of wellness approaches in allied health policy and practice reports **that current approaches are misaligned with the medical approaches adopted by most institutions today** (Breen et al., 2008). Understanding wellness from residents’ perspectives is important, not only for shedding light on what is needed to support resident wellness, but also for providing insight into **how wellness of entire LTC homes can be enhanced in relational ways that align with culture change principles**. In 2015, Dupuis and colleagues described how culture change values aligned with relational theory. Building on this knowledge, re-approaching practice by **focusing on wellness** to forward culture change aims in social policy and practice **has the potential to create well LTC homes where: (1) individual needs for wellness are recognised and met; (2) well individuals fortify authentic, strong relationships ensuring each person is meaningfully regarded and valued; and (3) well relationships foster a culture of care that embodies community**.

Relational theory

- Mutuality and relational responsibility
- Mutual empathy
- Authenticity
- Sharing power
- Mutual accommodation
- Relational competence
- Learning through disconnection and connection
- Relational ethics

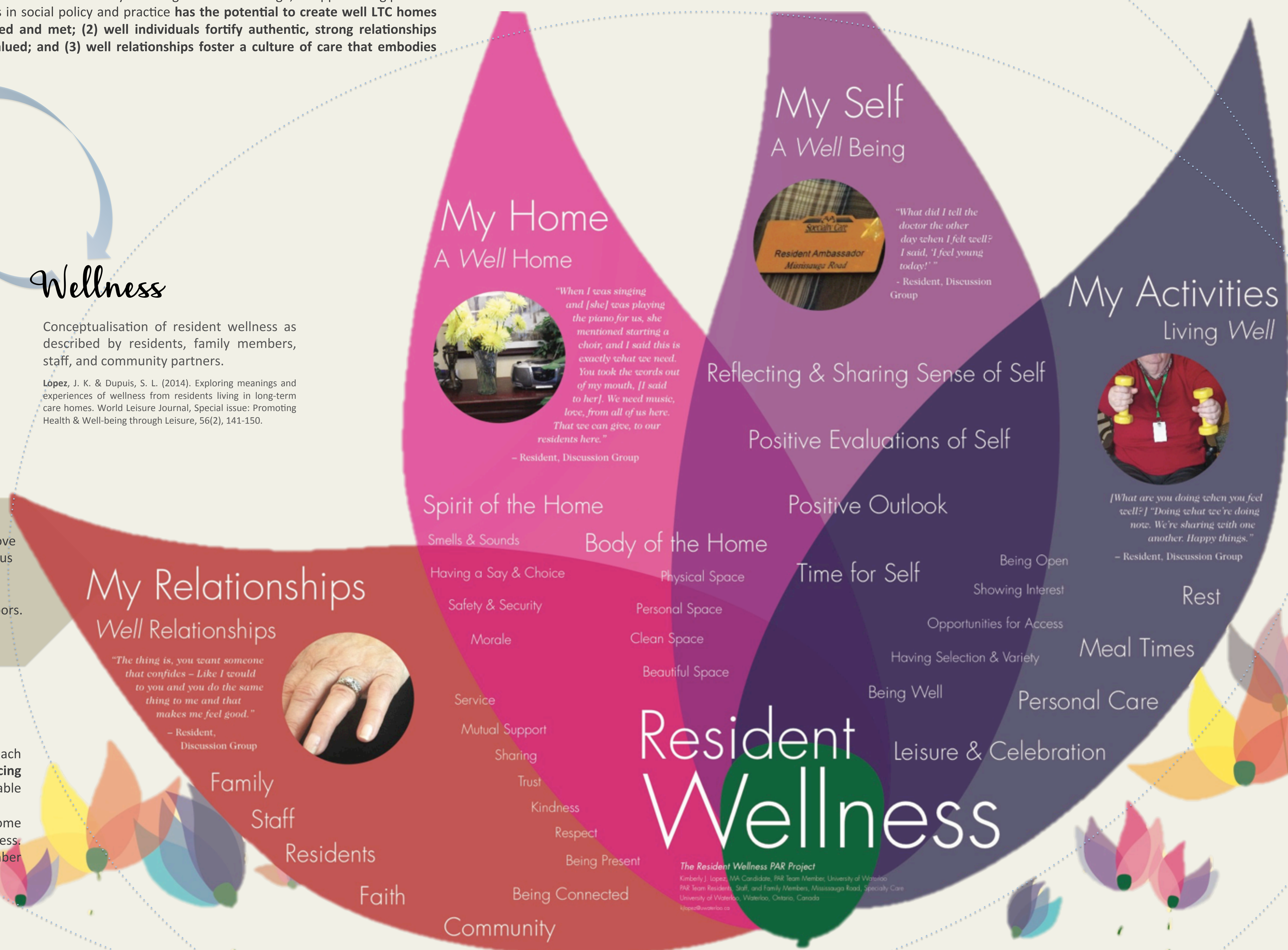
Processes of culture change are best guided when grounded in relational approach to action, care, and participatory research.

Miller, J. B., Jordan, J., Stiver, I., Walker, M., Surrey, J., & Eldrige, N. (2004). Therapist’s Authenticity. In Jordan, J., Walker, M., & Hartling, L. (Eds.), *The complexity of connection* (pp. 64-89). New York: The Guilford Press.
Dupuis, et al. (2015). Aligning dementia care practices with relational theory: Examples from the Partnership in Dementia Care (PiDC) Alliance. *Alzheimer Disease International Conference*: Perth, Australia.

Wellness

Conceptualisation of resident wellness as described by residents, family members, staff, and community partners.

Lopez, J. K. & Dupuis, S. L. (2014). Exploring meanings and experiences of wellness from residents living in long-term care homes. *World Leisure Journal*, Special issue: Promoting Health & Well-being through Leisure, 56(2), 141-150.



My Self A Well Being



"What did I tell the doctor the other day when I felt well? I said, 'I feel young today!' - Resident, Discussion Group

My Home A Well Home



"When I was singing and [she] was playing the piano for us, she mentioned starting a choir, and I said this is exactly what we need. You took the words out of my mouth, [I said to her]. We need music, love, from all of us here. That we can give, to our residents here." - Resident, Discussion Group

Reflecting & Sharing Sense of Self

Positive Evaluations of Self

Positive Outlook

Time for Self

Being Open

Showing Interest

Opportunities for Access

Having Selection & Variety

Being Well

Personal Care

Leisure & Celebration

Rest

Meal Times

My Relationships Well Relationships



"The thing is, you want someone that confides - Like I would to you and you do the same thing to me and that makes me feel good." - Resident, Discussion Group

Family

Staff

Residents

Faith

Community

Resident Wellness

The Resident Wellness PAR Project
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