

# PiDC

Partnerships  
in Dementia Care

Enhancing Dementia Care for Everyone



Find our  
Culture Change Toolkit  
activities, and resources  
at [uwaterloo.ca/pidc](http://uwaterloo.ca/pidc)

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## What is Culture Change?

### Definition

**“Culture change is an ongoing, holistic journey that includes re-examining values, beliefs, attitudes, language, practices and policies and exploring the full range of efforts needed to transform the culture into a community where everyone thrives.”**

(Walk with Me, 2014; Rahman & Schnelle, 2008)

### Culture Change Values

- |                                      |   |                                       |
|--------------------------------------|---|---------------------------------------|
| • Close interdependent relationships | • Making decisions together                           | • Dignity and Respect                 |
| • Choice and self determination      | • Supporting informed and compassionate care partners | • Nurturing the body, mind and spirit |
| • Focusing on the person             | • Living life   | • Enabling normalizing environments   |

### Culture Change is...

- ⇒ CHAMPIONED by strong leaders
- ⇒ SUPPORTED by collaboration
- ⇒ BUILT upon strengths
- ⇒ Being OPEN to new possibilities
- ⇒ An EVOLVING process
- ⇒ Critically REFLECTING on what is and working towards what can be

### Culture Change is not...

- ⇒ an end product or outcome
- ⇒ solely a quality improvement initiative
- ⇒ a specific program or model of care
- ⇒ a one-size fits all approach
- ⇒ a top-down mandate imposed by others

The **Partnerships in Dementia Care (PiDC) Alliance** is focused on enhancing dementia care by changing the culture within long-term and community care to better reflect a relationship-centered, partnership approach to care.

We are dedicated to improving the care experience and supports provided for persons living with Alzheimer’s Disease or a related dementia, family members, staff and other care partners.

We believe that the quality of care can be improved only when the needs of all persons involved in the care context are valued, recognized, heard and addressed.

Rahman, A. N., & Schnelle, J. F. (2008). The nursing home culture-change movement: Recent past, present, and future directions for research. *The Gerontologist*, 48(2) 142-148.

Walk with me: Changing the Culture of Aging Conference. (2014). *Conference Program March 23rd -25th, 2014*.

Retrieved from <http://www.the-ria.ca/wp/wp-content/uploads/2014/01/WWM-Program-FINAL.pdf>

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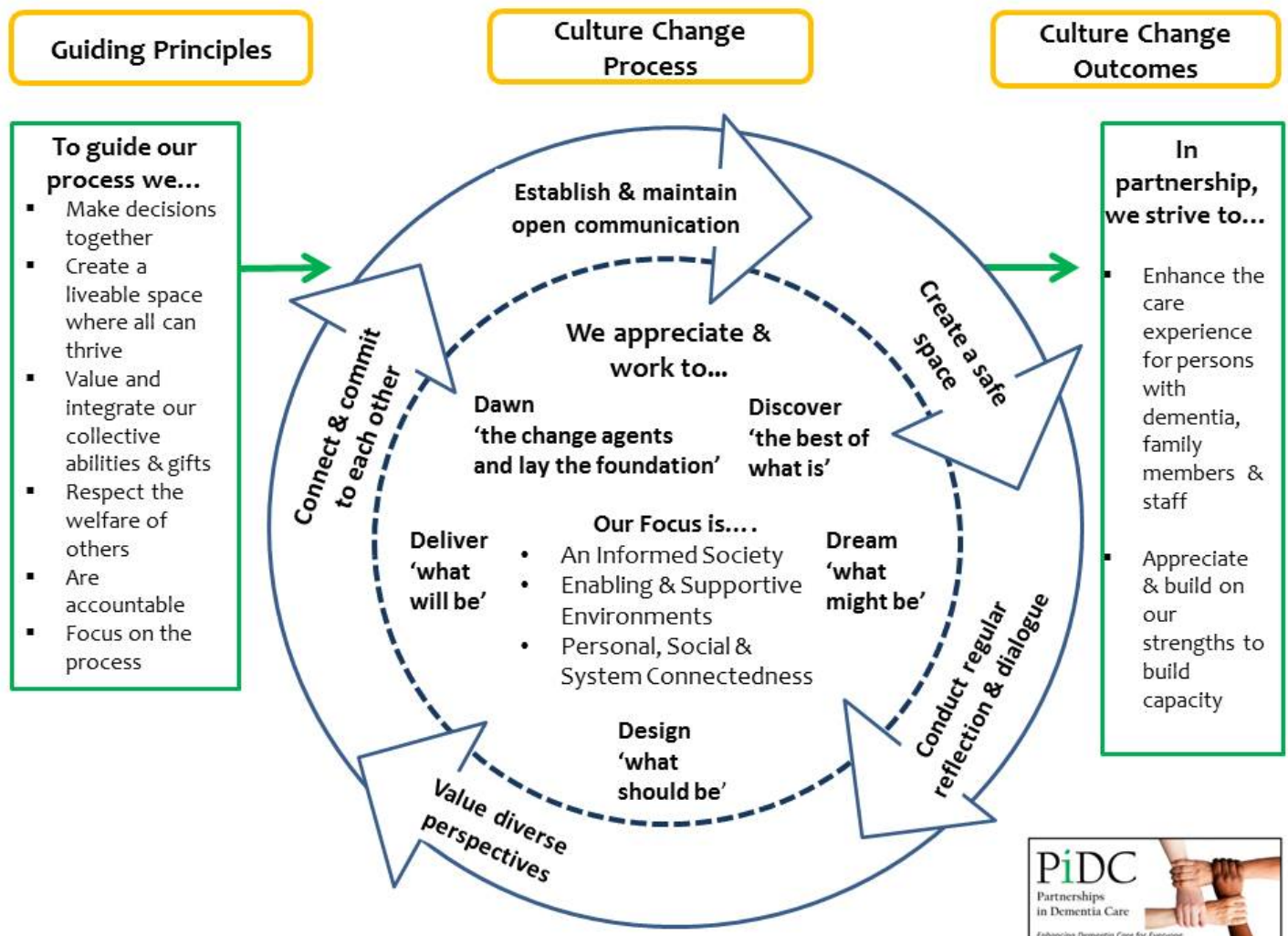
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## An Integrated Theoretical Framework for Guiding Culture Change

Recognizing the need for culture change initiatives to be grounded in strong theoretical foundations, the PiDC Alliance set out to identify key frameworks and models that had interdependent, collaborative relationships at their core. This process led to the integration of the principles and tenets of four key theoretical and methodological frameworks – the Alzheimer’s Disease and Related Dementias Planning Framework, the Authentic Partnership Approach, Participatory Action Research, and Appreciative Inquiry – which serve to guide all of the work within the Alliance.



For more information please refer to: Dupuis, S.L., McAiney, C.A., Fortune, D. B., Ploeg, J., & de Witt, L. (2014). Theoretical foundations guiding culture change: The work of the Partnerships in Dementia Care Alliance. *Dementia Online First*, January 13, 2014.