

A stylized, colorful illustration of a landscape. The foreground features rolling green hills with dark brown soil. On the left, there is a green tree, a purple flower, and an orange flower. A small red bird is flying in the sky. The background consists of layered blue and white hills under a blue sky.

# *Aligning Leisure Policy and Practices with Culture Change Values*

# Objectives

- **Reflect** on the discourse, policies, and practices currently used within leisure and therapeutic recreation in long-term care
- **Share** specific examples of processes and strategies used to align leisure practices and policies with the culture change values
- **Envision** new possibilities for leisure aligned with the culture change values
- **Commit** to specific actions we could take as change agents

# *Culture Change is...*

- a movement from the medical/institutional model of care to a relational/community approach supporting living
- an organic on-going process
- a critical examination of the language, values, assumptions, attitudes, practices, approaches and policies embedded within an organization

# *Culture Change is not...*

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

# *Culture Change Values...*

- Choice and self-determination
- Dignity and respect
- Nurturing body, mind and spirit
- Knowing and focusing on the person
- Living life
- Enabling, normalizing environments
- Close interdependent relationships
- Collaborative decision-making
- Flexibility



A stylized landscape illustration featuring rolling green hills in the foreground, a small tree with purple and pink foliage on the left, and blue and white wavy hills in the background under a blue sky.

# *Reflections on leisure in the current culture of care*

# *Institutional, Medical Model*

- Hierarchical structure
- Provider-as-expert approaches
- Program/disease-centred rather than person-centred
- Focus on traditional care and “treatments”
- Scheduled programs and routines
- Reliance on outcome measures
- Exclusive decision-making processes

# *Small Group Exercise #1*

Reflecting on the skit, together **discuss** the following:

- What examples from the skit are more aligned with the institutional, medical model of care?
- What other examples do you know of that reflect how typical leisure practices, policies and procedures may be misaligned with the culture change values?

# *Common Implications*

- undervaluing of leisure as a human right, as an expression of our humanity
- focus on leisure as diversion or therapy → undermines personhood
- professionalization of activities and recreation → departmentalized approach
- large group programs and too few individually meaningful opportunities
- structured programs and too few spontaneous and self-initiated opportunities → disrupts the rhythms of daily life



# *Common Implications* (cont'd)

- assessments focus on measuring functional levels or on activities (often past activities)
- limitations experienced often attributed to the illness or disability with little regard for social or environmental factors
- valuing independence over interdependence
- little attention is given to strengths and continued abilities, and how older adults themselves think about recreation and leisure in their lives

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# *Aligning Leisure with Culture Change Values: Some Examples*

# Alzheimer Society PC P.E.A.R.L.S.<sup>TM</sup>

[www.alzheimer.ca/culturechange](http://www.alzheimer.ca/culturechange)

- 1 Person and Family Engagement
- 2 Care
- 3 Processes
- 4 Environment
- 5 Activity & Recreation
- 6 Leadership
- 7 Staffing



# Make meaningful activities and experiences possible for each resident!

- Offer customized recreational plans to achieve specific goals and outcomes *as determined by the resident.*
- Plans are designed to help people express themselves, connect with others, feel a sense of freedom, purpose and fun!

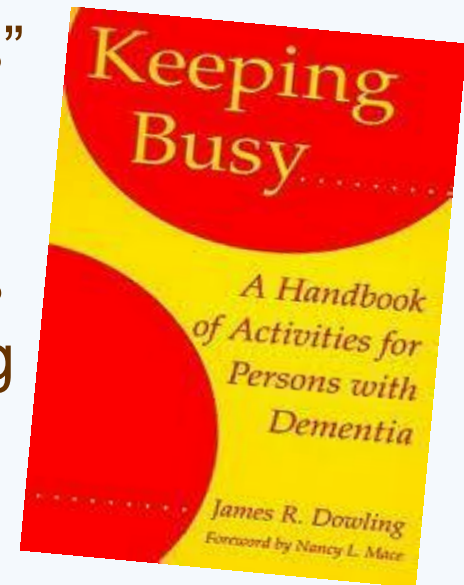
# Living and Celebrating Life Through Leisure

## Perspective of Current Guides

- focus on the knowledge-bases of “experts”
- privilege specific ways of understanding dementia and leisure activities
- focus on therapy and diversional activities
- exclusive of perspectives of persons living with dementia

## Our Perspective

- driven by persons living with dementia and their perspectives







Being  
Me

Being  
With

Seeking  
Freedom

Finding  
Balance

Making a  
Difference

Having  
Fun

Growing and  
Developing

# *What is the PiDC Alliance?*

We are a collaborative research network and initiative focused on enhancing the care experiences for persons with dementia, family partners in care, and staff in long-term care homes and community care settings

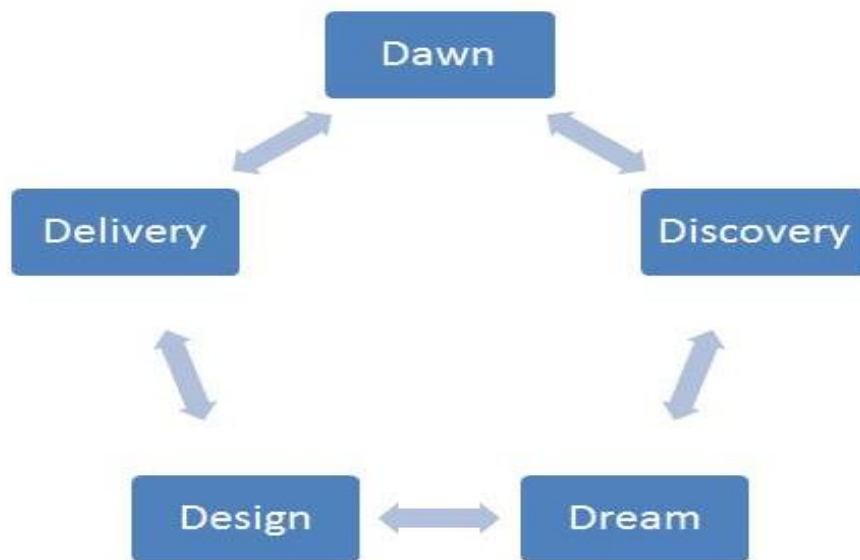
## **GOALS**

- **Understand** the culture change process
- **Develop** and share culture change resources
- **Build** capacity in dementia care settings
- **Enhance** the care experience for all



# Promoting culture change using Participatory Action Research (PAR) and Appreciative Inquiry (AI)

## 5 Phases of Appreciative Inquiry



**Dawn**- building relationships to lay the foundation for change

**Discovery**- finding the 'best of what is'

**Dream**- imagining an ideal future

**Design**- planning for and committing to collaborative change

**Delivery**- creating the future through innovation and action

# Bloomington Cove is committed to embracing partnerships and building enduring relationships

Caring and loving relationships among staff, families, and residents make Bloomington Cove feel like home because we know we belong. Shared social activities that are joyful and fun build strong friendships and partnerships, not only with residents, family and staff, but with the broader community. Staff, residents, families, and other care partners feel pride in their connections with Bloomington Cove and know that they make a difference. Lasting relationships are supported by consistency in staffing. Staff members are empowered and strengthen partnerships as they share in the growth of Bloomington Cove's community. Strong relationships mean that residents, staff and family look out for each other and work to keep each other informed. These strong relationships nurture the spirit and work to reach the core of each resident.

# *What leisure professionals are doing to foster culture change*

Leisure practices and programs can help foster culture change when they provide opportunities to:

- Share personal gifts
- Be spontaneous
- Have choice in how leisure time is spent
- Continue meaningful traditions and experiences
- Have fun, socialize, and live life
- Direct leisure-time experiences
- Forge close interdependent relationships
- Enjoy leisure that focuses on the person



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# *Envisioning New Possibilities for Leisure*

# *The Role of TR*

“Therapeutic recreation can help people realise that what remains when they face [illness], disability and treatment is *a life worth living.*”

(Richter & Kaschalk, 1997, p.42)

# *Small Group Exercise #2*

In your small groups, together:

- **imagine** new possibilities for leisure, possibilities aligned with the culture change values – what could we be doing differently?
- **create** a short 2 minute skit that reflects a new leisure practice, procedure or policy that aligns with the culture change values





## *Watch yourself.*

Every minute we  
change.

It is a great  
opportunity.

At any point,  
we can step out of our  
frozen selves  
and our ideas  
and begin afresh.

(Natalie Goldberg, 1986,  
Writing Down the Bones)

# What Will You Do?

As a change agent in the culture change movement, **I commit to...**

Please write your action(s) on the “Becoming a Change Agent” sheet on your table.

Place your commitment statement in one of the envelopes and address the envelope to yourself. Leave the envelope on the table.





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