

INFORM TRANSFORM INSPIRE

A Consumer Guide to Advocating for Change in How and Where We Age





Colorado Culture Change Coalition

Inspiring long-term care communities to be great places to live and work

The Colorado Culture Change Coalition seeks to transform the culture throughout the long term care continuum by affirming the dignity and value of each individual who lives and works in these settings.



What is Culture Change?





Person-Centered Living

No matter where someone lives, they should have the opportunity to direct their life to the greatest extent possible.



Home is Where the Heart Is

“I long, as does every human being, to be at home wherever I find myself.”

— Maya Angelou



Why is there
a need
for change?



Broken System, not Broken People

“You did then what you knew how
to do and when you knew better...
you did better!”

— Maya Angelou



Why do we fear getting older?

- Dependency
- Loss of autonomy
- Loss of choice
- Vulnerability
- Mortality
- Needing care
- Loss of Control





The philosophy
of culture change
can address
these fears —
and show us that
*It Can Be
Different!*



Let's take nursing homes as an example.



There are more
nursing homes
in the United
States than
McDonald's.



And that's why Culture Change began in nursing homes.



They were really the most institutional piece of our health care system.



Could you live in
a traditional
nursing home?



How did it make you
feel to have everyone
else making decisions
that affect you?



Culture change honors what is important to you and supports you making your own choices

- New way of thinking
- New language
- Different behaviors
- New beliefs



Moving From Traditional to Person Centered Care

Traditional Care	Person-centered Care
<p>Residents are told when to wake up, go to bed, eat, and bathe, based on institutional schedules and set routines.</p>	<p>Residents wake up, go to bed, eat, and bathe when they choose to. Staff alter their work routines to honor residents' preferences.</p>
<p>Residents frequently have different care staff. The staff do not know the residents well, so they are not familiar with their preferences. Studies find that residents often feel unknown, insecure, or scared.</p>	<p>The same staff take care of the same resident; they know each other and good relationships develop. This motivates staff to provide better quality care. Studies show that residents feel more secure, content, and happy.</p>
<p>Management makes most of the decisions, often without consulting the residents, families, or direct-care staff.</p>	<p>Management seeks input from residents, families, and staff before making decisions that affect their daily lives. Management also trains and supports staff to enable residents to make decisions.</p>



Goals of Culture Change

- To move from an institutional model of care to a person centered model
- To create home instead of institution





How Does Culture Change Happen?

- Personal Transformation
- Organizational Transformation
- Physical Transformation



Colorado Culture
Change Coalition
is making
a difference!



- Education
- Information
- Public Policy
- Awareness



And it's a difference you can see...

...there are more providers than ever participating in the Culture Change movement in Colorado. From retirement communities to home care to assisted living residences to nursing homes.



Where do you fit in?



- Educate yourselves
- Inform your families, friends and coworkers
- Ask questions of your care providers
- Advocate for culture change



Your Voice Matters!



Knowledge is power and you can be part of the change.

Tell your friends and family about Culture Change and demand it from your care providers.



Continue to learn more at
www.coculturechange.org
or call us at 303-868-4311.



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“If you say you are too small to make a difference then you have never been in bed with a mosquito.”

— Michelle Walker



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