



DICTIONARY

*Eden Alternative and/or non-institutional words you may be reading
and/or using frequently during your communications
regarding life in the Home.*



Revised Sept 2016

WINDSOR ELMS VILLAGE DICTIONARY

The following is a list of Eden Alternative and/or non-institutional words that you may be reading and/or using frequently during your communications about the Windsor Elms Village.

TERM	DEFINITION
AGEISM	The way power and wealth work to favour people who are not either young or old. Ending ageism will require restructuring our organizations, communities and the world to give greater voice, access to resources and opportunities to the young and old.
BIAS	A subjective preference, prejudice or inclination to make certain choices which may be positive or negative. Biases can often result in unfair treatment of individuals or groups
CARE	That which helps another to grow. This is in contrast to the tendency to define care as treatment or a long list of tasks to complete.
CARE PARTNER	<p>The term Care Partner moves away from the one-dimensional care giver to care receiver relationship. The Care Partner concept acknowledges that opportunities to give and receive are abundant and experienced by everyone involved in the care relationship.</p> <p>Care Partners include residents, staff, volunteers, consultants, family & friends of the residents, government, and all others who contribute to the overall well-being of everyone involved in the care partner relationship with the Resident.</p> <p>Care Partners strive to care for one another in a way that helps everyone to grow, starting with the Resident and reaching out to everyone else on that care partner team.</p> <p>The term “Care Partner” will accompany all updated job description titles IE: Registered Nurse Care Partner; Licensed Practical Nurse Care Partner; Continuing Care Assistant Care Partner, etc.</p>

CARE TEAM	<p>Care Partners that come together consistently to support life within a specific physical space in the community.</p> <p>Care partners work together regularly to support the growth of all members of the team. Over time, they become empowered and accountable to direct their own daily actions. Instead of narrow job descriptions, cross-training is provided to blend roles so that needs can be met.</p> <p>The Care Team includes Residents, Families, Staff and other Healthcare Professionals.</p>
CARING COMMUNITY	An environment characterized by close and meaningful relationships. It is best created when the employee care partners have the opportunity to know a small number of Residents intimately so they are better able to respond to individual needs, desires and create a life worth living for all.
CERTIFIED EDEN ASSOCIATE	Someone who has completed an Eden Alternative three-day workshop that covers the Eden Alternative Principles and provide tools and resources to implement that philosophy within the residents' home.
CULTURAL COMPETENCE	A set of skills that allow individuals to increase their understanding, appreciation and responsiveness to cultural differences and the interactions resulting from them, necessary to achieve "respect" for all.
CYNICISM	<p>Low levels of trust have a negative impact on residents thereby contributing to their experience of loneliness, helplessness and boredom.</p> <p>Low levels of trust have a negative impact on the effective functioning of any organization.</p> <p>Resident, Families and Staff are all impacted by Cynicism when trust is low.</p>
DIFFERENT ABILITIES (not disabilities)	A life experience that people are either born with or acquire during their lifetime. It challenges the individuals and their care partners to find new ways to bring forth their strengths and gifts to benefit themselves and others.
DISABILITY/ABILITY	A set of physical or mental conditions that may impact on one's capability to move, sense or act.

DISCRIMINATION	Creating environments where individuals or groups do not feel welcomed, respected, supported and valued – undermining their sense of “identity” and “connectedness”.
DIVERSITY	The set of characteristics that make people the same or unique and that make up one's identity.
EDEN EDUCATOR	An employee who leads the organization in becoming further educated on the Eden philosophy.
EDEN REGISTRY; EDEN REGISTRY MEMBER	A long term care organization that has made a commitment to fully integrate the Eden Alternative Philosophy throughout their environment and publicly declares that commitment through voluntary registration process.
EDEN MENTOR	Staff or Volunteer that is either a Certified Eden Associate or has completed an in-house 2-day Eden Mentor Workshop and who has been identified as a member of the Eden Mentor Team.
EDEN MENTOR TEAM	The Eden Mentor Team will assist care teams and/or individual team members with keeping day to day life aligned with Eden thereby creating better living environments for the Residents and the care partners and can give guidance on available tools and resources to implement that philosophy within the residents' home.
EDEN TREE PLAQUE	A round, wooden plaque with a tree in the center and 10 empty spaces around the top. It is a visible symbol of the Registry Member's commitment to the Eden Alternative Philosophy.
EMPOWERED; CHOICE; AUTHORITY	<p>Empowerment is about bringing forth the power that people already possess by creating an environment where the input of the team is valued and respected. Empowerment must walk hand-in-hand with authority, accountability and responsibility.</p> <p>E.G: Care Teams are “empowered” to make a decision based on resident preference and needs.</p> <p>Residents are empowered when the care they receive is based on their choice and authority.</p>
EQUALITY	The state of being equal in status, rights and opportunity. Everyone is treated the same

EQUITY	Fairness and justice for all. Everyone's needs are met
ETHNICITY	The state of belonging to a social group that has a common national or cultural tradition – contributes to “identity”, “meaning” and “connectedness”.
FROST	Those times when people act out of cynicism, stinginess, and pessimism. To overcome frost, the people within an organization need to warm the soil.
GENDER IDENTITY	A term used to describe an individual's internal sense of being male, female or other.
GENEROSITY	Generosity begins with an attitude of caring and compassion. Generosity builds with a sincere desire to help others more than helping oneself. Generosity is the willingness to share freely with others.
HETEROSEXISM	The presumption that everyone is, or should be, heterosexual. The way power and wealth work to favour heterosexuals. Ending heterosexism will require restructuring our organizations, communities and the world to give greater voice, access to resources and opportunities to those with other sexual and gender identities. Heterosexism also affects people that are living outside the traditional nuclear families.
HOMOPHOBIA	The fear or hatred of homosexuality and persons perceived to LGBTQ.
HOUSEHOLD TEAM GUIDE	A person, usually in a management position (but there are exceptions) who has education and skills in developing and mentoring high-functioning self-directed work teams. The Guide brings an objective influence to the team and provides information, education, resources and support to help the self-directed team function at the highest level. The Guide is skillful in facilitating group process, managing conflict, communicating clearly and efficiently, and growing and empowering teams.
INCLUSION	Creating environments in which everyone can be and feel welcomed, respected, supported and valued to fully participate – creating a sense of “connectedness”.

LGBTQ	Acronym used to describe the diverse groups of lesbian, gay, bisexual, transgendered and queer populations.
LEARNING CIRCLE	<p>A powerful tool that levels and balances people to hold meaningful dialogue that improves understanding and communication, builds community and strengthens relationships.</p> <p>A Learning Circle provides an opportunity for everyone to contribute their opinions & ideas and be heard by a group of other individuals who are accepting and non-judgemental.</p> <p>Learning Circles provide growth opportunity for those speaking and those listening.</p>
MEANING	That which fulfills a genuine purpose or function. It is unique to each individual.
MOVING IN <i>(Old term: admission)</i>	The Resident who comes to live in the home.
MY STORY	A person-first story of what is important in the individual's life, their life goals and how they intend to accomplish those goals. Employee care partners review, contribute and update My Story for residents living in their households regularly which further ensures person-directed care is given.
NAMES OF THE PEOPLE WORKING AT THAT TIME OF DAY	As long as employee care partners are identified by their "shift" there will always be a division. Switch to identifying the people working by name.
APRON <i>(Old term: bib)</i>	<p>Covering to protect clothing during meals.</p> <p>Residents have the <u>choice</u> to use an apron at mealtime.</p>
NEIGHBOURHOOD CALENDAR	A Neighbourhood Calendar provides a view of options available to residents and other care partners to come together to spend time in meaningful events.
NEIGHBOURHOOD MANAGER	The people who are accountable to support the care partners while ensuring the day-to-day operations of the home remain strong and stable. Leadership supports growth of teams; building relationships; coaching and mentoring.

<p>NEIGHBOURHOOD; HOUSEHOLD; HOUSE</p> <p><i>(Old term: unit; floor)</i></p>	<p>The location where the Resident lives within their Home/Community – being the Windsor Elms Village.</p> <p>NEIGHBOURHOOD</p> <ul style="list-style-type: none"> <input type="checkbox"/> There are 3 individual Neighbourhoods – Osprey, Meadowview, Fundyview – each with their own unique characteristics that reflect the stories/history of the Residents who live there. <input type="checkbox"/> Each Neighbourhood has a Neighbourhood Center where activities; meetings; family visits can occur <p>HOUSE</p> <ul style="list-style-type: none"> <input type="checkbox"/> There are 4 Houses in each Neighbourhood (9 private rooms in each) <input type="checkbox"/> Each House contains main living areas for the residents living in that house: dining & kitchen; recreation area; TV & electric fireplace <p>HOUSEHOLD</p> <ul style="list-style-type: none"> <input type="checkbox"/> There are 2 Households in each Neighbourhood (18 private rooms in each. (e.g: MV 1&2; 3&4) <input type="checkbox"/> The two houses in each Household share a Therapeutic Garden <input type="checkbox"/> The two houses in each Household share a Spa
<p>NURSING HOME</p>	<p>This term is used when there is a need to further define the type of care provided in the residents' home. This term may need to be used when communicating with families, volunteers and/or other community members.</p>
<p>OPTIMISM</p>	<p>Optimism is a characteristic that is the basis of positive thinking. It is a focus on strengths and ongoing growth throughout all phases of life.</p> <p>People who are optimistic will often see more opportunities than those who are pessimistic. They are able to put problems behind them and take a positive view of the future. Optimism is an attitude to life that prevents people from becoming apathetic, or giving up hope. Their belief that things can only get better is often a tonic for those around them. Their optimistic view of the world can be infectious and influence those they interact with.</p>

PERSON FIRST LANGUAGE <i>(replaces phrases such as feeder; wetter; puree; etc)</i>	<p>Labeling someone based on a diagnosis or condition surrenders their individuality. Person-first language puts the person before any diagnosis or condition.</p> <p>For example: <u>Sheena</u> is living with Dementia <u>Sheena</u> needs assistance with sitting in her chair. <u>Sheena</u> needs assistance with <u>dining</u>.</p> <p>Don't replace names with terms; for example: The "puree" still needs lunch. Room 225 is a "feeder".</p>
PESSIMISM	<p>Pessimism can be a barrier to bringing about change in an organization and can actually serve as a barrier to attaining your potential.</p> <p>Pessimists tend to believe that bad events will last a long time, while optimists tend to believe that misfortunes are only a temporary setback. At the core of pessimism is another phenomenon: helplessness. This is one of the plagues of the human spirit that we fight against. Helplessness can affect care partners as easily as it affects Residents.</p>
POWER	The ability to do something or act in a particular way – part of "autonomy" and "choice". Access to decisions and resources impacting lived realities
PRIVILEGE	A right, license, or exemption from duty or expectation that is granted as a special benefit, advantage or favor – can be part of "autonomy" and "choice".
PREJUDICE	Biased thoughts or acts based on difference
RACE	A social invention for the purpose of discrimination and inequality.
RACISM	The way power and wealth work to favour white people. Ending racism will require restructuring our organizations, communities and the world to give greater voice, access to resources and opportunities to others.
RESIDENT	How we address individuals who live at the Windsor Elms Village. Residents by virtue of life experience can also teach us.
SEXISM	The way power and wealth work to favour males. Ending

	sexism will require restructuring our organizations, communities and the world to give greater voice, access to resources and opportunities to women.
SEXUAL ORIENTATION	An individual's preference in sexual partners.
STINGINESS	<p>Stinginess can manifest itself in many different ways in an organization:</p> <ul style="list-style-type: none"> • Keeping secrets • Withholding communications • Engaging in inappropriate communications (gossip, lying, criticism) • Cynicism • General negativity • Not participating with others in an equal or balanced way • Unethical behavior or treatment of others
SIMPLE PLEASURES	Something that has traditionally brought joy to the individual's day and holds great meaning for the person.
SPA <i>(Old term: shower/tub room)</i>	A room where the resident has an opportunity to enjoy a pleasurable spa / bathing experience.
SUPPORT TEAM <i>(Old term: department)</i>	<p>This staff team provides support services to the Neighbourhoods such as foodservice; central laundry; business office; administration, etc.</p> <p>Members of the Support Team also serve on Household Teams thereby adding to the decision-making process and contributing to the overall well-being of the residents.</p>
TRANSPHOBIA	The fear or hatred of persons perceived to be transgender and/or transsexual.
TRUST	<p>Trust is an essential ingredient in building relationships between all care partners (employees and Residents).</p> <p>As the community works together to bring about change, they must also continue to build trust.</p> <p>Trust is built when promises are made and followed through. Trust happens when the environment and relationships are predictable and the Residents feel safe with those around them.</p>

	Trust grows when the Residents are empowered to be the decision makers in their lives.
VILLAGE	The whole of the environment where the residents live.
WARMING THE SOIL	The action of doing good deeds for others without expecting anything in return in order to create a warmer living and working environment. It creates an environment filled with trust, optimism and generosity.
WELL-BEING	A contented state of being. The goal of the Eden Alternative is to create well-being for all. The Eden Alternative defines well-being through seven domains: identify, growth, autonomy, security, connectedness, meaning, and joy