

Statements of Philosophy & Inclusivity		CATEGORY:	Programs and Services
APPROVED BY:	Program Managers Programs & Services Committee	REVIEW FREQUENCY:	Annually
APPROVED:	Approved	REVIEWED/REVISED:	July 2019

## OUR PHILOSOPHY

The Alzheimer Society of Toronto (AST) is seen as a resource in the GTA for those with dementia and their caregivers. Our success is significantly due to our desire to work collaboratively with other organizations. AST aspires to be a leader in the development of best practices in the area of dementia care. AST programs and services promote wellness and social inclusion, and are comprised of many components, including:

- Counselling (telephone, in person)
- Care Navigation (telephone, in person)
- Family and PWD (person with dementia) education sessions (online, in person)
- Support Groups
- Creative therapy groups
- Adult Day Program and Respite programs
- Inter-professional collaboration and community partnership building
- Public education sessions (online, in person)
- Professional training programs
- Caregiver Framework Project
- Music Project
- Volunteer Engagement (volunteer respite, and peer-led support group)
- Fundraising and Events

Our clients are comprised of caregivers, people living with dementia, people who are concerned about memory loss or looking for more information, healthcare professionals, and other community agencies or anyone else requiring support and education. We proudly serve our clients and community and are committed to continuing to service their needs.

## PRINCIPLE OF INCLUSIVITY

The Alzheimer Society of Toronto values and welcomes all individuals- staff and clients - regardless of one's gender, sexual orientation, socioeconomic status, ethnic/cultural background, age, physical disability, and mental illness. We respect the values and beliefs of all our clients and staff. Our Mission, "to alleviate the personal and social consequences of Alzheimer's disease and other dementias and to promote research" is aimed to reach all individuals and recognizes that the Society and its clients are not homogenous; rather, diversity is welcomed and celebrated. This means acknowledging the worth of every individual and their value to the community. We follow person centered principles in all our programs and services. Moreover, we also adhere to the [Canadian Charter of Rights for People Living with Dementia](#), which ensures;

- People with dementia know their rights
- Empowerment for people with dementia to ensure their rights are protected and respected, and
- People and organizations that support people with dementia know these rights

Inclusivity within the organizational context is comprised of a strategic process of identifying and eliminating barriers and implementing change based on the recognition of power imbalances and privilege, and a realization that many people do not have equitable access to services and supports within the community. We recognize that an individual's family and friends, community, social, cultural, environmental, and spiritual context shape their experiences and as such we work within this context.

The Alzheimer Society actively participates in staff awareness training and considers all perspectives in an effort to be inclusive when developing, evaluating, and modifying programs and services offered to its clients. Wherever possible, active and meaningful involvement of people who are reflective of the diverse groups within the community is used in programs and services processes. Regular review of inclusivity issues is conducted, with a goal of continuing to improve in our efforts to best reach all clients and best support all staff, in the least intrusive and most welcoming manner possible.

## RELATED DOCUMENTS

Client Bill of Rights & Responsibilities

Canadian Charter of Rights for People Living with Dementia- *Alzheimer Society of Canada*