

BAYCREST BULLETIN

A snapshot of Baycrest news and events / December 2023 – January 2024

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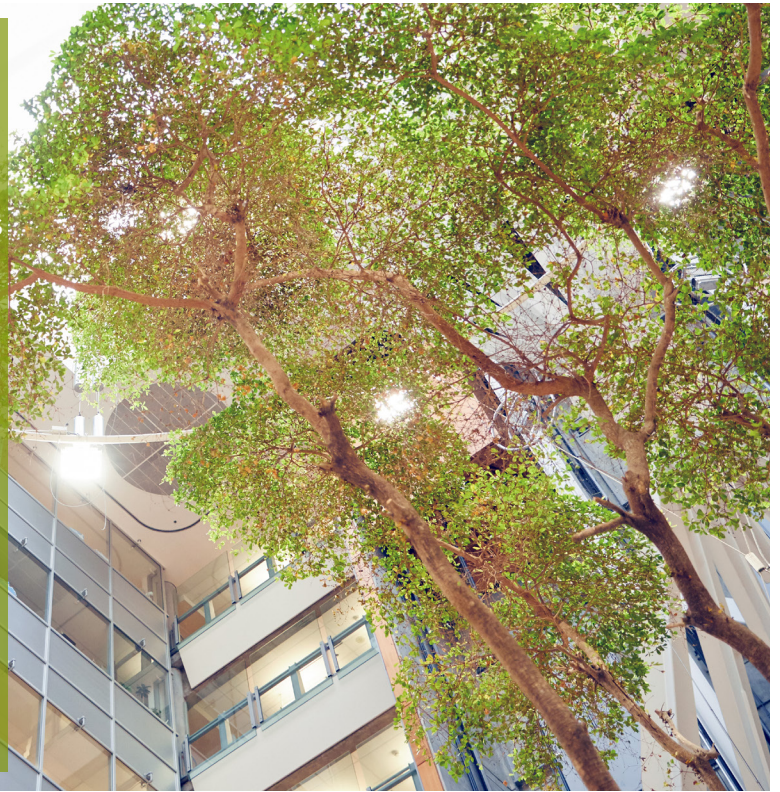
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Baycrest Named One of GTA's Top Employers for 2024

Baycrest has been recognized by Canada's Top 100 Employers as one of the Greater Toronto Area's Top Employers of 2024. This special designation recognizes employers that offer the area's best human resource programs and forward-thinking workplaces.



"We are truly honoured to be recognized as a Top Employer in the Greater Toronto Area, which highlights the incredible workplace we have fostered over the years," says Joni Kent, Chief Human Resources Officer at

Baycrest. "Our staff excel in every part of our organization and we have made great investments in programs and opportunities to attract and retain top talent."

Winners of the Greater Toronto Area Top Employer award are determined by the editors of Canada's Top 100 Employers based on the programs they have to attract and retain strong talent. Baycrest earned this designation based on our

workplace environment and culture, atmosphere and social dynamics, health, financial and family benefits, vacation and time-off policies, employee communications, performance management systems and a keen focus on training and skills development.

"Employees have numerous opportunities to learn, grow and advance their careers at Baycrest," says Kent. "Every day, we benefit from the enthusiasm, innovative ideas and fresh perspectives from our diverse workforce. At Baycrest, staff from a multitude of teams work together to transform the experience of aging through leading innovations in research and healthcare."



**Thank you
Team
Baycrest**



Baycrest-led research team awarded Betty Havens Prize for Knowledge Mobilization in Aging from CIHR

A team of researchers from Baycrest, Sunnybrook Health Sciences Centre and the Canadian Consortium on Neurodegeneration in Aging (CCNA) has been awarded the 2023 CIHR Institute of Aging Betty Havens Prize for Knowledge Mobilization in Aging for their work on the Driving and Dementia Roadmap.

The development of the Driving and Dementia Roadmap was led by Dr. Gary Naglie, Vice-President, Medical Services & Chief of Staff at Baycrest, and Dr. Mark Rapoport, Psychiatrist and Associate Scientist at Sunnybrook. Another key member of the team is Dr. Elaine Stasiulis, Research Associate at Baycrest.

The award honours Betty Havens, a leading gerontologist who was committed to improving the lives of seniors with notable achievements in health services research on the aging process. This prize recognizes an individual, team or organization that has advanced the mobilization of research in aging at a local or regional level.

The Driving and Dementia Roadmap is a first-of-its-kind, free, online resource launched across Canada to empower older adults living with dementia to make informed decisions about

when to stop driving. Launched in 2022, this resource brings together information, videos, worksheets and other materials to help navigate the decision in a way that honours the individual while involving their family or close community. "Among many other topics, the Driving and Dementia Roadmap helps users understand how dementia can impact driving; identify when it becomes unsafe for individuals living with dementia to drive; and adjust to life without driving once the decision has been made," says Dr. Naglie.

The Driving and Dementia Roadmap was developed by CCNA's Team 16, led by Drs. Naglie and Rapoport with funding from the Canadian Institutes of Health Research (CIHR), and in partnership with the Temerty Faculty of Medicine at the University of Toronto. Team 16 is a Canada-wide research team comprised of academics and clinicians focused on creating interventions and developing knowledge to support people with dementia through the driving cessation process. Additional funding and developmental support came from the Centre for Aging + Brain Health Innovation (CABHI) and the Ontario Ministry of Health Academic Health Sciences Centres Alternative Funding Plan Innovation Fund.

Weekly Program Launches to Help Older Adults Improve Digital Skills

Baycrest's Patient, Family and Consumer Education (PFCE) team is launching Technology Support for Older Adults, a weekly drop-in program to help older adults take charge of their digital knowledge. Starting November 29, a technology expert will be available to answer questions about digital technology at Baycrest's Centre for Health Information, located on the first floor of the Apotex Centre, every Wednesday from 2 to 3 p.m. Registration is not required. For more information, please contact Suzanne Pede, Project Coordinator, Patient, Family and Consumer Education, at spede@baycrest.org or call **ext. 3248**.

Defy Dementia Episode 5: Boost Your Brain One Bite at a Time



In Episode 5 of Defy Dementia, you'll learn that what you eat can impact your brain health.

First, hear from Anjali Gupta, a retired dietician who has made several changes to her diet to reduce her dementia risk following her mother's dementia diagnosis.

Then, find out how food can affect the brain with Dr. Thomas Holland, a physician and nutrition expert from Rush Institute for Healthy Aging at Rush University Medical Center.

Tune in at defydementia.org, or anywhere you get your podcasts, for practical tips to help you make brain-healthy food choices.

Baycrest's Masking Policy

In response to the increase in respiratory infection activity both in the community and on campus, Baycrest has updated its masking policy.

For caregivers and visitors:

- Masking is now required for caregivers and visitors on campus in any place where interactions with clients can occur. Medical-grade masks are available at all entrances. This includes the Apotex and Hospital client care areas, clinical units, Ambulatory Services and all floors of Baycrest Terraces.
- This also includes all areas of the campus's main floor (i.e. Isadore and Rosalie Sharp Family Atrium [formerly Winter Garden], W.A. Cafe), as interactions with clients can occur there.
- When one-on-one with the client (e.g. in the client's private room, or behind pulled curtains in a multi-bed room) masking is still recommended but remains optional.
- On units with respiratory outbreaks, caregivers and visitors are required to follow Infection Prevention and Control (IPAC) instructions outlined in the Outbreak Control Measures.
- Caregivers and visitors joining clients for communal dining or

group activities must be masked.

For staff, physicians, students, volunteers and support workers:

Staff, physicians, students, volunteers and support workers are required to wear masks on the main floor of the campus. Additionally, the policy extends to all indoor client-facing locations for both outbreak and non-outbreak situations. Staff must continue to adhere to specific masking and personal protective equipment (PPE) requirements during outbreak situations or when attending to a client on Additional Precautions.

If you have any questions or concerns, please do not hesitate to reach out to your care team.



Show your Baycrest Spirit With *Fear No Age*™ Clothing

Show your Baycrest spirit and support Baycrest by purchasing *Fear No Age*™ merchandise. We are pleased to offer staff an exclusive discount of **50% off** all *Fear No Age*™ merchandise. Shop online at Shop.Baycrest.org. Staff can use promo code **STAFFMERCH50DISCOUNT** during the



checkout process to receive their discount. Orders can be picked up at the Baycrest Foundation office on Thursdays between 1 and 4 p.m. Should you have any questions, please email BaycrestMerch@baycrest.org

OCAD Partnership

With the support of the Baycrest Innovation Office (BIO), Baycrest and OCAD University have joined forces once again to understand how older adults with dementia and other cognitive impairments navigate their daily activities and interact with everyday objects.

Second-year OCAD U students from the Industrial Design program have been using research methods to enhance products that cater specifically to the unique needs of older adults with physical and/or cognitive challenges.

They have been learning from the staff at the Baycrest Terraces Memory Residence to understand needs and prototype cost-effective, innovative solutions. The students

are scheduled to showcase their creative solutions in December.

For more information, contact BIO at: innovation@baycrest.org



Virtual Reality (VR) Demo at Baycrest's Take Our Kids to Work Day (TOKTWD) Tour



During Baycrest's TOKTWD tour, the Baycrest Innovation Office (BIO) was tasked with the responsibility of introducing students to the possibilities of innovative technology.

Students had the opportunity to discover how Baycrest is a frontrunner in innovation and employs strategies in order to implement various technologies around campus alongside staff. Of particular interest was the opportunity to try VR.

Students were led through a curated VR program, providing them with the ability to partake in unique experiences, such as whitewater rafting in the Grand Canyon, and a tour of the beaches in Tel Aviv, Israel.

For more information about VR and BIO please visit: <https://bit.ly/baycrestinnovationoffice>

Baycrest

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with the University of Toronto

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