

AS A SOCIETY & AS A SYSTEM WE MUST CHANGE OUR ATTITUDE TOWARDS ELDER & THEIR CARE.  
WE MUST VALUE ALL LIVES EQUALLY, LIVES LIVED, LIVES TO BE LIVED

# RESTORING TRUST IN THE AFTERMATH OF COVID-19

Speaker: CAROLE ESTABROOKS



OUR CARE SYSTEM IS OUTDATED

a SYSTEM ESTABLISHED IN THE 50s

IT'S HISTORICALLY ROOTED IN A NOTION OF THE UNDESERVING POOR

UNDESERVING ELDER



A DOCUMENT THAT GATHERS HEARTBREAKING FINDINGS FROM 5 DECADES (10 REPORTS)

DEVALUATION OF CARE WORK  
FEMINIZATION OF CARE

**! MANY DECISIONS WERE MADE FROM A PLACE OF FEAR**  
THE DESIRE & NEED FOR PROTECTION FROM COVID-19 CAUSED UNINTENDED HARM

COVID-19 EXPOSED & EXPONENTIALLY AUGMENTED THE EXISTING GAP IN ELDER CARE / LONG-TERM CARE

- ~ INSUFFICIENT STAFFING
- ~ LACK OF DATA
- ~ LACK OF SYSTEM SUPPORT TO ACT ON THE DATA



**! MORAL INJURY EMOTIONAL WOUNDS DISTRESS**  
ELDER, CARE PROVIDERS & FAMILY MEMBERS

we need to heal  
WE HAVE GONE THROUGH A HIGHLY TRAUMATIC EXPERIENCE  
COVID-19 ACCELERATED + EXPOSED

intersecting  
overarching  
LONGSTANDING  
SYSTEMIC ISSUES

The holistic spaces of care we dream of are possible!

**BUILD A PROFILE OF THE WORKFORCE**  
ONGOING & SYSTEMATIC DATA COLLECTION TO KNOW WHERE WE STAND  
WHO IS THE WORK FORCE?  
WHAT KNOWLEDGE + SKILLS DO THEY BRING?  
WHAT SUPPORTS ARE NEEDED TO ENSURE THEIR WELL-BEING?

**ADDRESS THE WORK ENVIRONMENT**  
"THE CONDITIONS OF THE WORK ENVIRONMENT ARE THE CONDITIONS OF CARE"

**WE NEED: POLITICAL WILL ADVOCACY LEGISLATION**  
THAT PRIORITIZES CARE

**EVALUATE, UNDERSTAND & RESPOND TO EVOLVING NEEDS**  
TAILOR CARE ACCORDINGLY  
ONE SIZE DOES NOT FIT ALL

we need  
**BETTER DATA** **POLITICAL WILL**  
GATHERING + ANALYSIS

~ 3 PRIORITIES ~  
TO SUPPORT + NURTURE RELATIONSHIPS & RELATIONAL CARE

SUPPORT THE WORKFORCE TO PROVIDE THE HOLISTIC & PERSONALIZED CARE THEY WANT TO GIVE  
THE CARE OUR ELDER NEED & DESERVE

WE HAVE THE RESOURCES! BUT THEY NEED TO BE PROPERLY ALLOCATED