



*The GDI Communicator is an internal newsletter intended to increase communication between management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research*

## In this issue:

GDSF Scholarship Update

Collective Bargaining Update

Key Workplace Issues in HRM

Aboriginal Employment

## Highlights:

GDI Master of Education Program Up and Running 1

Métis Veterans Monument Update 2

IT Update 4

Payroll Cutoff Calendar 5

## GDI Master of Education Program Up and Running

By James Oloo

The inaugural class of the GDI/University of Regina Master of Education program was held in July 2013 at GDI Prince Albert Centre summer institute comprising two courses. The Community-Based Master of Education (MEd) in Curriculum and Instruction is offered by GDI in partnership with the University of Regina (U of R).

There has been much interest in the new program as evidenced by telephone and email inquiries and well-attended information sessions. A total of 34 applications were received, however, only 25 were accepted. Most applicants, including those who were unsuccessful, were strong candidates.

The 25 students are all working full time as teachers and administrators at Prince Albert Catholic School Division, Prairie Spirit School Division, Saskatchewan Rivers Public School Division, and Beardy First Nations. Sixteen of the 25 (64%) students are graduates of SUNTEP's Bachelor of Education Program.

The two and a half year course-based masters program incorporates the elements of a full U of R MEd in Curriculum and Instruction and has a flexible course delivery model that includes


weekend sessions, summer institutes, online, and blended education. It is offered to a cohort of students, forming a community of learners who are able to support each other in their learning. All students started the program in July and are scheduled to graduate together in 2015.

The cohort model means that the times and dates for all courses have been predetermined, so students do not have to schedule or register before each term; they know when they will take which classes, with whom; and the students have opportunity to build professional relationships and collaborate with others who have similar goals.

The program is intended to address local educational issues and integrate theory and practice through coursework and project work. The course content themes are tailored to respond to community and student needs including educational leadership, and building and supporting relational trust within the school and community. Graduates of the program will be able to provide strong leadership in the area of Aboriginal education, incorporate systemic thinking and strategic planning for

school improvement; and be equipped for career advancement in such areas as teaching, policy, administration, and consulting work.

GDI has graduated over 1,050 Aboriginal teachers with Bachelor of Education degrees from its SUNTEP program. Therefore, the new MEd program is a natural progression for the Institute to respond to increasing demand for our education programming and to offer SUNTEP graduates and other qualified applicants an opportunity to extend their learning to the graduate level. Already many SUNTEP graduates are pursuing graduate studies in various fields in universities across the country. To date, 106 (or about 10%) of the total SUNTEP graduates have proceeded to further education and earned a total of 118 post-SUNTEP university credentials including postgraduate degrees.

The GDI Board of Governors approved the new program in October 2012 and a contract between the U of R and GDI was subsequently finalized. The program is an independent initiative of GDI and receives no funding support or direction from the Saskatchewan Ministry of Advanced Education. Our next intake will be in 2015. For further information please contact Michael Relland by email at [michael.relland@gdi.gdins.org](mailto:michael.relland@gdi.gdins.org) or call (306) 764-1818. 





## Métis Veterans' Monument Update

By James Oloo

The Métis Veterans Memorial Monument at Batoche is a national project that will honour Métis servicemen and servicewomen from across Canada who have served our country. The project is supported by the Métis community by way of a Métis National Council Annual General Assembly resolution and a Métis Nation Saskatchewan (MNS) Provincial Métis Council resolution.

GDI has been leading the fundraising efforts for the Métis Veterans Memorial Monument, accepting donations from well-wishers across Canada and issuing tax receipts on behalf of the project. To date, we have raised about \$236,000 including Federal and Provincial government contributions, a \$100,000 capital grant from the Clarence Campeau Development Fund, as well as donations from private

individuals, businesses, and service organizations.

In April this year, GDI started consultations with a group of Métis Veterans regarding the proposed Veteran's monument for Batoche. We continue to get very constructive feedback, counsel and wisdom of the Veterans as we proceed with the next phase of the project.

GDI has contracted researcher and author Cathy Littlejohn to conduct archival research and verification for the Métis Veteran names that will be included on the monument. Cathy Littlejohn is the author of the 2012 book *Métis Soldiers of Saskatchewan: 1914-1953* (GDI Publishing).

Draft design drawings of the monument have been made by an architectural firm. These drawings were on prominent display at this

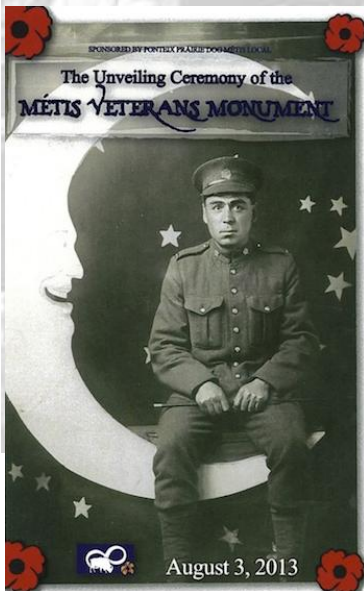
year's Back to Batoche celebration in an effort to inform people about the project and to encourage them to submit their relatives' names for inclusion on the monument.

We hope that the ground and sub-structure work will be completed at the Batoche site this fall. The project details are being attended to by GDI and Round Prairie Ventures Inc.

On a more local scale, another Métis Veterans Monument was unveiled during a ceremony at Lac Pelletier Regional Park, Saskatchewan on August 3, 2013. The monument recognizes the efforts of Métis Veterans from the Lac Pelletier valley who served with the Canadian forces. The names of 16 Métis Veterans who served during World War I, World War II, and the Korean War are inscribed on the newly constructed cenotaph, marking one of the few monuments in Canada dedicated to the service of Métis veterans. 🌐



Métis Veterans Monument at Lac Pelletier Regional Park, SK



Unveiling Ceremony of the Métis Veterans Monument at Lac Pelletier Regional Park, SK  
Source: metisnation.ca

## Gabriel Dumont Scholarship Update

By Amy Briley

You may have noticed; I know I have, days are getting shorter and the sun is setting earlier. This means that summer is coming to a close, ushering in the season when every leaf becomes a flower and students gear up to go back to class. This also means another Gabriel Dumont Scholarship Foundation (GDSF) deadline is looming. The next scholarship application deadline is October 1, 2013. As it always happens, we are expecting a high volume of qualified applications. While award criteria remain the

same, the scholarship application process has been improved and made more efficient.

Starting this fall, students will be applying for scholarships through our new online application system, scheduled to be operational by the end of August. Gareth Griffiths, Gordon Holtslander, David Morin, and I have been working on the program to make it more user-friendly.

The new online process will make applying for

scholarships easier and more efficient. All GDSF scholarships will be channelled through one application where students can apply for and select the scholarships that they qualify for. Students who are eligible for multiple scholarships need only submit one application.

I want to thank Gareth, Gordon, and David for ensuring that the new process is ready this fall. For more information about GDSF scholarships please contact Amy Briley, Scholarship Foundation Coordinator, at [amy.briley@gdi.gdins.org](mailto:amy.briley@gdi.gdins.org) or call (306) 657-5719. 🌐





## Collective Bargaining Update


By Jim Edmondson

Gabriel Dumont Institute and Saskatchewan Government and General Employees' Union (SGEU) have been working very diligently over the past three months in an effort to come up with a new collective bargaining agreement (CBA) that benefits both the Institute and its unionized staff. Following very cordial and fruitful negotiations between the GDI Management Committee and

the SGEU Bargaining Committee, we have reached a tentative agreement on a CBA that will cover the next three year period, April 1, 2013 – March 31, 2016.

The next step is having the members of the bargaining unit meet to review the new tentative agreement and for members to take a ratification vote, it is anticipated that these

meetings will take place in mid September.

The last CBA for unionized Institute employees was signed in January 2012 and covered the period April 1, 2010 to March 31, 2013. For further information on the negotiation process please contact your shop steward or the SGEU office in Saskatoon at 1 (800) 667-9791. 



GDI Board member Michael Bell  
And SGEU Bargaining Committee  
Chair Russell Fayant in 2012  
Photo by P. Beszterda

## Sask Job Growth Impressive, Aboriginal Gap Remains

By James Oloo

Statistics Canada released its monthly report early this month on the country's employment figures for July. Saskatchewan had the strongest employment growth rate and lowest unemployment rate in Canada. Across the country, unemployment rate increased by one-tenth of a point to 7.2%.

Regina had the lowest unemployment rate among Canadian cities at 3.5% followed by Saskatoon at 3.9% (seasonally adjusted). Compared to July 2012, Regina's employment was up by 9,400 (7.5%) and Saskatoon's employment was up by 10,200 (6.6%).



The report states that in the month of July, 3,000 new jobs were created in Saskatchewan and year-over-year employment grew by 3.9%, the highest of provinces. During the same period, Saskatchewan's unemployment rate increased by 0.3% to 4.0%. The Government of Saskatchewan attributes the increase in the province's unemployment to the

growing number of people in Saskatchewan who are looking for work.

Saskatchewan's youth are also finding jobs, with the province's youth unemployment rate falling from 7.5% to 6.4%. This is the lowest youth unemployment rate among the provinces and less than half the national average of 13.9%.

While most news outlets reported the positive news of Saskatchewan's employment growth, very few explored whether Aboriginal people were also experiencing the growth. Evidence shows that Métis and First Nations peoples are not seeing the same job gains.

Between July 2012 and July 2013, Métis and First Nations employment grew by about 3,500; and the rate of unemployment declined from 14.3% to 12.2%. Although that was the sixth straight month of Aboriginal employment increases, 12.2% Aboriginal unemployment rate is more three times higher than the unemployment rate for the rest of Saskatchewan's population.

Now more than ever is the time for policy makers and other stakeholders to address the issue of Aboriginal employment. One of the most effective ways of doing this is by investing in skills training. As we have often shown in this newsletter, most of our clients in such programs as Licensed Practical Nursing, Office Education, Medical Device Reprocessing, and Aboriginal Heavy Equipment Operator and Class 1A License Pre-employment Training have been able to get gainful employment before or soon after finishing their training. DTI and GDIT&E have been very effective in identifying marketable skills that are in high demand and delivering the training programs to our Aboriginal clients – sometimes in partnership with other stakeholders. This is the route that policy makers and planners should seriously consider strengthening in the quest for increasing Aboriginal employment. You can visit [Statistics Canada's web site](#)  [for the full report](#) 



Jim Edmondson  
Director of Human Resources, GDI  
Photo Courtesy of K. Shmon



## Call for Apprentices...

### "Learning and Earning"

Gabriel Dumont Institute and its strategic partners are recruiting Aboriginal apprentices.

To enhance Aboriginal participation in apprenticeship and trade related employment, we help Aboriginal apprentices find employers willing to train and supervise you, and we give you support throughout the program.



For more information please contact the GDI Apprenticeship Office located at:  
 917 2nd Street West  
 Saskatoon, Saskatchewan S7M 0H9  
 Phone: 306 242 6070  
 apprenticeship@gdi.gdins.org  
 1-877-488-6888  
 www.gdins.org

GDI Apprentice recruitment poster

# Some Key Workplace Issues in HRM

By James Oloo

Many of us associate human resources (HR) with job interviews, hiring, and performance reviews. However, in reality, human resource management (HRM) encompasses our daily working lives at GDI. We looked at some of the key issues in HRM as discussed by renowned thought leaders in HR and leadership development such as SM Heathfield, Sasha Johnson, Alexander Kjerulf, and Matthew Toone. These are summarized below.

## Negative Co-Workers

We spend a significant amount of time at work. Most of us work because we have to; we just cannot afford not to work. Therefore, it is possible to make the best of our time at work and to get the job done, in a descent and professional environment.

Sometimes people can make your day better by being nice, respectful, and treating you right. Often being nice to others makes us feel good about ourselves. However, for whatever reason, some people generally tend to be negative

and complain about work, life, and others. It can be hard to stay positive near such people. You should be kind to colleagues who are negative and rude, listen to them as you would for anyone else, and help switch such extreme statements they may make like 'always' and 'never' to fact-based statements. Moreover, it is better to not let negative colleagues take your joy away or drag you down. Creating a great workplace culture should be everyone's job.

## Conflict Resolution at Work

It is worth noting that GDI is committed to providing a safe and healthy work and educational environment for all our employees. However, conflicting views and differences in opinion are inevitable at the workplace. While it may please our egos to win such conflicts, emphasis should be on effectively resolving the conflicts. Thus, employers have a duty to intervene or mediate promptly before such conflicts become ugly and personal. Unresolved conflicts may lead to inefficiency, low productivity,

and an unpleasant work environment.

So how do we resolve workplace conflicts? First, it is important to realize that conflicts will almost always occur at any place of work. The key is not to avoid or ignore conflicts and disagreements; rather they should be handled constructively. Action must be taken sooner rather than later, and if conflicts cannot be resolved by those involved themselves, then intervention by a third party may be needed in the form of conflict mediation. The mediator can be a director, HR employee, or a co-worker. It should be a person trusted by those involved in the conflict.

## Achieving Your Goals

Chances are that you have goals and dreams, both at work and elsewhere, which you would like to achieve. Matthew Toone discusses steps for effective and successful goal setting and resolution accomplishment. *Continued on Page 5.*

## IT Update

By Gareth Griffiths

### IT Support System

In July 2013, we received 23 new IT requests to the support system, of which 20 of them are completed and closed (86% closure rate). Overall, we closed 40 requests during this period. There are currently 34 open Work Orders. Don't forget to email [support@gdins.org](mailto:support@gdins.org) for any new requests or IT issues you may have.

in July and were well received. We now have a full set of wireframes that shows how items will be presented graphically on the pages for each section.

In early September, Island Collective web designers will present the proposed graphical layout of the pages in design concepts, before moving on to the actual site development and website programming through the rest of the month and early October.

### Online Payslips

The Online Payslips system is now available. We will continue to parallel run the paper based payslips through 2013, with a paperless only system in place in January 2014. The system can be accessed from the website <http://services.gdins.org>. This is available to all current staff at most of our locations. Please contact IT at [support@gdins.org](mailto:support@gdins.org) if you have any question or need assistance getting this to work. 🌐



GDI Master of Education Summer Institute class in session July 2013 (see page 1). Photo by M. Relland

### Website Redesign

Work is ongoing. The sitemaps were presented to the Directors





## Key Workplace Issues in HRM ... *Continued from Page 4*

On the journey to your goal, make time for family and loved ones. Putting family first is likely to increase your chances of success. As well, think big, have a big dream and the desire to achieve those dreams. Desire in this sense is synonymous with motivation, incentive, goal-oriented actions, and a determination to do whatever is necessary to succeed.

Toone found that one of the key reasons why many people do not fulfill their dreams and potential is lack of belief in themselves and their dreams. Therefore, we should heed Norman Peale's advice

thus, "Believe in yourself! Have faith in your abilities! Without a humble but reasonable confidence in your own powers you cannot be successful or happy."

Put your goals and dreams down in writing, have a determination to achieve them and a vision of successfully achieving your goals; and remember to sketch down specific, measurable roadmap to getting where you'd like to be. Commit to your goals, and remember that it is better to aim high and miss the mark than to actually aim low and achieve. Our goals and dreams are just that unless we act on them.

Toone puts it like this, "Success comes, dreams are realized, and potential is reached only by those who have the faith to take a risk and are willing to act." While mistakes will likely be made along the way, "ensure they are not mistakes of idleness, inability to decide, and unwillingness to act."

Finally, persist, persevere, and do not give up until your goals and dreams come to reality. As Napoleon Hill points out, "Patience, persistence and perspiration make an unbeatable combination for success." Have a pleasant work day and do your part to make GDI a great place to work.



GDI Master of Education students Lacey Primeau and Sandy Morley at the GDI Prince Albert Summer Institute, July 2013 (see page 1) Photo by M. Relland

## Payroll Cutoff Calendar, September 2013

By Carmala Thiessen and Veronica Buschnyski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
	<b>Labour Day Stat Holiday</b>	Cutoff @ 3:00 for Stop Payments on Student Sep 6 Direct Deposits		Accounts Payable Cheque Run	<b>Student Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
8	9	10	11	12	13	14
	Cutoff @ 4:30 for Sep 20 Student Payroll Cutoff @ 4:30 for TMS & Payroll Revisions for Sep 13 Payday			Accounts Payable Cheque Run	<b>Staff Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
15	16	17	18	19	20	21
		Cutoff @ 3:00 for Stop Payments on Student Sep 20 Direct Deposits		Accounts Payable Cheque Run	<b>Student Payday</b> Cutoff @ 4:30 for A/c Payable Invoices	
22	23	24	25	26	27	28
	Cutoff @ 4:30 for Oct 4 Student Payroll	Cutoff @ 4:30 for Timesheets & Payroll Revisions for Sep 30 Payday		Accounts Payable Cheque Run	Cutoff @ 4:30 for A/c Payable Invoices	
29	30					
	<b>Staff Payday</b>					

Employee contracts due prior to payroll cutoff date.  
 New employee contracts due at payroll upon job acceptance.  
 MRTs due by 15<sup>th</sup> of every month.



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[www.gdins.org](http://www.gdins.org)

Back issues of this newsletter  
can be obtained at:

[www.metismuseum.ca/browse/  
index.php/833](http://www.metismuseum.ca/browse/index.php/833)

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**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research

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### GDI Training and Employment Central Office

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<http://gdi.voyager.uregina.ca/>

### GDI Library Prince Albert

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Fax: (306) 763-4834



#### GDI Mission:

*To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.*



**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research