

December 2018

Volume 12, Issue 12

GDI (1980-2018)

Proud Past, Bright Future



# GDI Communicator

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

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## New Living Heritage Project: Road Allowance People

By Kristin Catherwood, Director of Living Heritage, Heritage Saskatchewan

Heritage Saskatchewan is proud and excited to announce a new collaboration with the Saskatchewan Urban Native Teacher Education Program (SUNTEP) at the University of Regina and the Gabriel Dumont Institute (GDI) on our latest living heritage project. The project will document narratives of the living heritage of Road Allowance People - the story of Métis communities in the Qu'Appelle Valley.

Students in Russell Fayant's Métis Culture and History course and Brenna Pacholko's Introduction to Arts Education course are the main contributors to the project. Russell's students have worked throughout the semester to connect with members of the Métis community, conduct oral narrative interviews with them, and then interpret these narratives in written form. Brenna's students then identified themes which emerged from the narratives and created artistic interpretations. Their work will be combined in a booklet which will be published by GDI in 2019.

This exciting project grew out of the relationship I developed with Russell which resulted in our first (and by far one of the most popular!) video to recognize the 150<sup>th</sup> anniversary of Canada's

confederation. Here is a condensed version of a previous blog post which describes this:

"I first met Russell Fayant during Heritage Week in February, 2017 at the event *Finding Home in Story: Métis Concepts of Home and Kinship* at the Regina Public Library. Russell spoke eloquently and passionately about Métis cultural heritage as reflected in the art of Sherry Farrell Racette. His good humour and ability to articulate the history and contemporary issues of Métis people in western Canada were incredibly impressive. Russell can speak both as an academic and as a proud Métis person with strong family roots and a deep understanding of his people's cultural heritage." - From "I Don't Feel Like I'm Half Anything" published July 1, 2017, Heritage Saskatchewan.

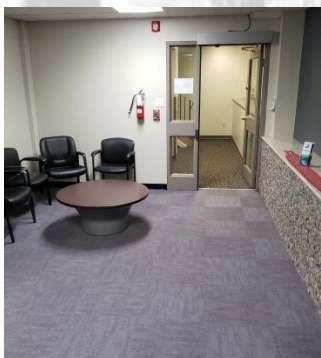
I was moved by Russell's passionate and masterful telling of Métis history, and so decided to reach out to him about participating in our Canada 150 video series. I was honoured to travel with Russell to his family's road allowance homestead in the Qu'Appelle Valley in May, 2017 to shoot the video and to learn about this important part of our province's past. Please watch our video [Road Allowance People](#) to understand more about the historical context of this new

living heritage project. I also recommend that you take the time to watch [Russell's full interview](#).

Throughout the process of making the video and getting to know Russell, I realized how little I knew personally about the diverse living heritage of Métis communities in the province. I also understood that this important part of our province's history and living heritage is not well known. For many reasons, this heritage has been historically hidden (see the above videos to learn some of the reasons why this is the case). Following our video collaboration, I was also privileged to present a guest lecture to Russell's students last fall about documenting living heritage. The success of this lecture, and the excitement it generated with students, contributed to the foundation of this brand new living heritage project. We are proud to collaborate with SUNTEP and GDI to bring the project to life and to provide a platform for Métis people to safely share their stories. My huge, personal thanks to Russell and Brenna and their students for their hard work throughout this semester! More updates on the project will be available soon. The article first appeared on Heritage Saskatchewan blog. It is reprinted with permission.



Dumont Technical Institute Testing Services Centre at 1003 22<sup>nd</sup> Street West Saskatoon has been renovated and expanded



Photos by Kristi Ross

## Security Officer Program a Resounding Success

By Dylan Pelletier

Dumont Technical Institute was proud to offer the Security Officer Applied Certificate Program in Pinehouse Lake this past fall. Eleven students started the program in September and all eleven graduated. They included Ryan Marsh, Michael Natomagan, Robert Alcrow, Nigel Durocher, Kyle Natomagan, Thomas Boyd, Darryn Tinker, Faith Smith, Jenny Lariviere, Cammy Smith, and Ruby Natomagan.

Other than the 100% completion rate, the students graduated with over 80% average; with one of the graduates, Faith Smith, scoring 96% on the provincial exam – the highest mark in

Saskatchewan in 2018. It was a very successful program.

The students received specialized training in Mental Health First Aid as well as Control Tactics to better prepare them for the job market. We were pleased to have, Derek Ballard, a 30 year veteran of the RCMP as our instructor. Ballard drove all the way from Newfoundland to Pinehouse in September! A survey of the students at the end of the program found that over 95% were satisfied or very satisfied with the program and 100% were satisfied with the instructor.

Special recognition needs to go to Ruby Natomagan. She

had to do extra work and study very hard to pass the Accuplacer exam to gain entrance into the program. Ruby was a model student with perfect attendance and received a Certificate of Achievement at the graduation ceremony.

Ruby was also the classroom seamstress. She hemmed all the pants on the students' security uniforms. She is a brilliant woman with many talents. Ballard was so impressed by Ruby that he is recommending her for an Indigenous Police Preparation Program should she wish to pursue a career in law enforcement.

*Continued on Page 5*

## Testing Services Update

By Kristi Ross

The Testing Center has been busy with renovations. We have officially updated the administration location as well as built a new structure to close off the testing area. These renovations took place in November 2018.

Gordon Holtslander from IT updated our Pearson system and we are now running on a server rather than on a desktop. This server will guarantee that we can provide services to clients more efficiently even if our administration machines crashed. We intend to make the testing area more calming for our clients, and provide more information to our testing members about Gabriel Dumont Institute.

We have made a few changes at the Testing Centre. These include a new information section for clients

to utilize. We have also reconfigured the waiting area to enable clients, visitors, and members of the community to see updates from the TV monitors in the basement.

As well, we have extended our testing services to the following dates and times Tuesday 8:00 am – 6:00 pm; Wednesday 8:00 am – 4:30 pm; and Thursday 8:00 am – 4:30 pm. Clients have welcomed the new hours of operation and we have noticed an increase in numbers since our updates to the Testing Center.

The Testing Services team is expanding and will include more of our existing staff members. You will see Christina Desjarlais, Jaime Watier, Jodi Dolter, Janelle Duplessis, Cindy LaPlante, and Amanda Shynkaruk providing General Educational Development (GED) and

Accuplacer support and services to our clients.

I would like to give a huge thanks to these staff members for helping and supporting our clients over the past couple of months. Without staff working hard in each of their regular positions while also providing support at the test centre we would not be able to expand like we are. Our testing team works hard to make sure we are meeting the needs of our clients and communities.

Since August 2018, we have administered 155 tests including GED, Accuplacer, Saskatoon Correctional Accuplacer, Nursing, Canadian Adult Achievement Test, and the Canadian Test of Basic Skills.

For more information or feedback, please contact us by email at [testing@gdins.org](mailto:testing@gdins.org).



## Employee Engagement is Critical to Success

By Jim Edmondson

Research shows that employees who are engaged are about 44% more productive than the average employee. [Forbes.com](http://Forbes.com) describes employee engagement as “The level of commitment, passion, and loyalty a worker has toward the company.” The more engaged the employee, the more productive they are.

What drives employees to become fully engaged and potentially give that additional 44% is directly related to the organization having a strong purpose, such as Gabriel Dumont Institute’s mission “To promote the renewal and 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 supports and encourages employees to engage in and practice all aspects of Métis culture in our dealings with the Institute’s stakeholders. This type of ‘buy in’ is critical and will result in a much more productive workplace. There are other benefits to an engaged workforce such as

public image, retention of staff, and better overall organizational health.

In today’s business environment where there are funding cuts and uncertainty whether an employee’s contract may be renewed, building and sustaining positive corporate culture is not always easy. Employers cannot replicate some other organization’s strategy or use a one-size-fits-all approach because each sector and workforce is vastly diverse in its makeup.

Enabling employees to establish a sense of purpose in the workplace begins with making employees understand that the direction and mandate is solid and that all aspects of the organization are pulling together as a team. Everyone, from the board through senior managers, believes fervently in what Gabriel Dumont Institute does and plays an important role in making our priorities clear. This increases productivity and the Institute is perceived as a service provider of choice.

### Reaching out

Gabriel Dumont Institute endeavors to enable its employees to find their ‘sense

of purpose’ at the workplace. The work that each employee does helps make the Institute and the community better off. No work done by the Institute employees is insignificant.

Gabriel Dumont Institute goes to great lengths to inform and educate employees to help them understand what the Institute stands for, as well as how their efforts are making a difference.

### Team Spirit

Teamwork is an overused term, but it is a critically important factor to the success of any venture. Engaged employees who have bought in to the purpose of a project or organization operate very well in team situations because they see that all involved have a common vision and goals.

Gabriel Dumont Institute is a unique organization, we have multiple entities that provide different services but the unifying factor is to fulfil the Institute’s mission. The fact that we have grown in size, program offerings and services provided over the years is a testament to those who have worked so diligently to build the organization, their dedication and engagement.

Employee and Family Assistance Program



**Shepell** is the Employee and Family Assistance Program (EFAP) provider for Gabriel Dumont Institute employees. The program provides a range of flexible and confidential counselling delivery options to the Institute employees and their immediate family members to resolve work, health and life issues. These include:

**Professional counselling, Financial support** (including credit/ debt management, retirement planning), **Financial planning, Health coaching, Smoking cessation, Nutrition support, Separation and divorce, Stress coach connects, Fitness support, Naturopathic services, Legal support, Family support, Separation and divorce.**

For a full list of EFAP programs and other information, please visit [www.shepell.com](http://www.shepell.com) or contact Robbie Walliser, Benefits Administrator, Gabriel Dumont Institute at [robbie.walliser@dti.gdins.org](mailto:robbie.walliser@dti.gdins.org) (306) 657-2264

## Métis Labour Market Strategy Update

By Audrey Hestand

On June 15, 2018, the federal Minister of Employment, Workforce Development and Labour Patricia Hajdu and Clément Chartier, President of the Métis National Council, signed the Métis Nation Skills and Employment Training Accord. This was the first sub-accord to be signed

under the Canada-Métis Nation Accord, and our Canadian and Métis governments are working together to co-develop the new Métis Labour Market Strategy.

Gabriel Dumont Institute Training and Employment is a member of the Métis Human

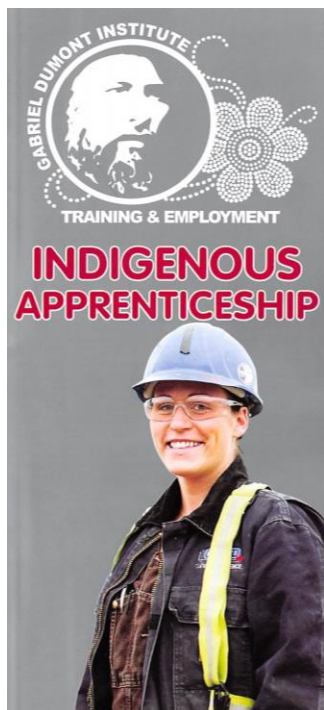
Resource Development Agreement (MHRDA) Working Group, which is involved in the negotiation and co-development of the Métis stream of the new federal Indigenous Skills and Employment Training (ISET) program.

*Continued on Page 4*



GDI Training & Employment  
Indigenous Apprenticeship

## Métis Labour Market Strategy ... Continued from Page 3



**To qualify for the GDI Indigenous Apprenticeship you must**

- ∞ Be an Indigenous person (Métis, First Nation or Inuit)
- ∞ Be unemployed or underemployed
- ∞ Have a genuine interest in working in the trades, and
- ∞ Meet eligibility requirements for registering as an apprentice.

\*If you do not meet eligibility requirements for registering as an apprentice, GDITE has programs available to assist you to become qualified.



apprenticeships@gdins.org  
1-877-488-6888

The Métis Labour Market Strategy focuses on enhanced employment services, skills development, and job training to improve the overall well-being of the Métis Nation. The strategy will include a 10-year agreement (2018-2028), funding increases, greater flexibility to meet the needs of the Métis Nation, and improved performance measures.

The objectives of the new Métis Labour Market Strategy, under the ISET program, are very different from what we have been working with under the Aboriginal Skills and Employment Training Strategy (ASETS), and will have some exciting implications for Gabriel Dumont Institute Training and Employment in the new fiscal year. Where the previous strategy focused largely on rapid re-employment and short interventions, the new program aims to close the

employment, earnings, and skills gaps between Métis and non-Indigenous peoples by developing relevant and marketable knowledge and skills, including pursuing training for in-demand high-quality jobs.

The co-development of the program will reduce redundancies and help streamline reporting, revise the types of expenditures that are deemed eligible, and solidify capacity development within service delivery organizations as a priority. The approach within the federal government has drastically changed over the past couple years, and these new accords, programs, and agreements demonstrate the understanding that Métis governments and organizations know how to best serve the needs of our population.

The new agreements are likely to be signed early in the new year, and the Gabriel Dumont Institute Training and Employment Policy Committee will begin meeting in January

to discuss recommendations to improve Gabriel Dumont Institute Training and Employment programs and services to align with the new flexibilities of the ISET program.

Since its founding in 2006, Gabriel Dumont Institute Training and Employment has played a key role of enhancing Métis participation in the labour market. It has provided interventions to thousands of Métis clients since ASETS Agreement was launched in 2010.

As the Métis ASETS Agreement holder for Saskatchewan, Gabriel Dumont Institute Training and Employment links training to labour market demand and ensures that the growing Métis population is able to fully participate in economic opportunities. As ASETS Agreement comes to an end after almost two decades, we look forward to serving our Métis clients under the new ISET program. 🌐

## Lisa Wilson Receives 2018 Saskatchewan Arts Award

By James Oloo

Lisa Bird-Wilson, a Director at Gabriel Dumont Institute, has been named the 2018 RBC Emerging Artist Award recipient by the Saskatchewan Arts Board.

The Saskatchewan Arts Board announced recipients of the 2018 Awards to recognize and celebrate the contributions of individuals and organizations in Saskatchewan at its 70<sup>th</sup> anniversary event in Regina on October 25, 2018.

Lisa is an award-winning author whose books include *An Institute of Our Own: A*

*History of the Gabriel Dumont Institute* (2011), *Just Pretending* (2013), and *The Red Files* (2016). Other than her literary prowess, Lisa is also an active member of the community.

As a founding board member of the Ânskohk Aboriginal Writers' Circle, and founding president of the Saskatchewan Aboriginal Literacy Network, Lisa is renowned for her dedication and efforts in supporting other Indigenous writers. Her work has not gone unnoticed. Lisa was a recipient of the Premier's

Award for Leadership in Literacy Saskatoon in 2007, and YWCA Women of Distinction Award in 2014.

Other recipients of the 2018 Saskatchewan Arts Awards include Ken Mitchell (Lifetime Achievement Award), Marjorie Beaucage (Artistic Excellence Award), Felicia Gay (Leadership—Individual Award), Organization of Saskatchewan Arts Councils (Leadership—Organization Award), Joseph Naytowhow (Arts and Learning Award), and Ellen Remai (Honorary Award). 🌐



# Security Officer Program ... Continued from Page 2

Dumont Technical Institute

Cammy Smith and Darryn Tinker also deserve recognition. They both helped keep the classroom clean during the program and Cammie received the Saskatchewan Advantage Scholarship.

This program was brokered through Saskatchewan Polytechnic so the students received certificates from Dumont Technical Institute and Saskatchewan Polytechnic. The graduates of the Security Officer

program can hope to find employment as security personnel at a number of sites, including mines, oil and gas sites, hospitals, casinos, and shopping centers.

Congrats to all the graduates of the Security Officer Applied Certificate Program in Pinehouse Lake, Sask.



Pinehouse Security Officer progra Class of 2018 – back row left to right: Ryan Marsh, Michael Natomagan, Robert Alcrow, Nigel Durocher, Thomas Boyd, Darryn Tinker  
 Front row left to right: Jenny Lariviere, Cammy Smith, Instructor Derek Ballard, Program Coordinator Dylan Pelletier, Ruby Natomagan, Faith Smith  
 Missing: Kyle Natomagan.

Photo by Walter Smith

## Payroll Cutoff Calendar, January 2019

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
		<b>New Year's Day Stat Holiday</b>		Accounts Payable Cheque/EFT Run	<b>Student Payday Cutoff @ 4:30 for Accounts Payable Invoices</b>	
6	7	8	9	10	11	12
	Cutoff @ 4:30 for Jan 18 Student Payroll		Cutoff @ 4:30 for TMS & Payroll Revisions for Jan 15 Payday	Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for Accounts Payable Invoices	
13	14	15	16	17	18	19
		<b>Staff Payday Cutoff @ 3:00 for Stop Payments on Student Jan 18 Direct Deposits</b>		Accounts Payable Cheque/EFT Run	<b>Student Payday Cutoff @ 4:30 for Accounts Payable Invoices</b>	
20	21	22	23	24	25	26
	Cutoff @ 4:30 for Feb 1 Student Payroll			Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/P Invs - TMS & Payroll Revisions for Jan 31 Payday	
27	28	29	30	31		
		Cutoff @ 3 pm for Stop Payments on Student Feb 1 Direct Deposits		<b>Staff Payday Accounts Payable Cheque/EFT Run</b>		

Employee contracts due prior to payroll cutoff date.  
 MRTS due by the 15th of every month, and employee contracts are due prior to payroll cutoff date.  
 If received after the cutoff date, the employee will be paid on the following pay period.

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Visit us at  
[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 Central Office Saskatoon

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Saskatoon SK S7M 5W1  
Phone: (306) 934-4941  
Fax: (306) 244-0252

### GDI Finance and Operations

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### DTI Central Office Saskatoon

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University of Regina  
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### GDI Training and Employment Central Office

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Phone: (306) 242-6070  
Fax: (306) 683-3508

Toll Free (T&E):  
1-877-488-6888  
Fax: (306) 347-4119

### GDI Library Regina

Room 218 College West  
University of Regina  
3737 Wascana Parkway  
Regina, S4S 0A2  
Phone: (306) 347-4124  
Fax: (306) 565-0809

[https://gdins.org/student  
-services/library/](https://gdins.org/student-services/library/)

### GDI Library Prince Albert

48 12th Street East  
Prince Albert, SK  
S6V 1B2  
Phone: (306) 922-6466  
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#### 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