

August 2014

Volume 8, Issue 8

Pride Perseverance Possibilities



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

In this issue:

GDI Partners with
Camp Tamarack
for Kids Camp

Success Story:
Taylor Fayant

Métis Youth
Excelling in Sports

Payroll Cutoff
Calendar

Highlights:

Traits of Top
Employers: Why GDI
Stands Out

Summer Job
Placement with
SaskNative Inc

Jeff Baker: SUNTEP
Grad and U of S
Professor

Traits of Top Employers: What Makes GDI Stand Out?

By Jim Edmondson

Think for a moment about what would make you feel most excited to go to work in the morning and be loyal to your employer. That sort of employer is what Gabriel Dumont Institute strives to be. Below are some of the reasons why I think we have achieved this goal:

GDI is committed to paying every employee a decent, sector competitive wage. The Institute has conducted exhaustive research into the wage levels of organizations in the educational services sector to ensure that the wages we pay are competitive with those offered by our closest comparators.

We have an extensive and user/family friendly comprehensive benefit and pension plan. GDI's Group Benefit Plan emphasizes the very best interests of our employees' (and their family's) health and wellbeing. For more information on the plan please contact Robbie Walliser at (306) 657-2264.

Research by [Paul Roelofsen](#) found that the physical design of the workplace is correlated to productivity. The study noted that workplace design may result in up to 10% increase in employee productivity. GDI workplaces are safe, comfortable and appealing to work in. Our facilities include a range of physical spaces that allow for privacy, collaboration, and simply hanging out.

GDI's Human Resources team ensures that there is a clearly identified and defined expectation for what success looks like in any given role. We take pride in offering results-oriented services to our Métis clients.

Our employees are a vital part of the GDI family. We treat all employees with respect and dignity and give them as much autonomy as possible, within reason, choose the best way to provide the services to our clients and student. We allow flexible scheduling and believe that treating employees well can go a long way in motivating them to do a good job.

GDI's system of performance reviews enables our employees to not only receive regular feedback regarding their performance in ways that support their growth, but they are also given the opportunity and the tools to improve. These include in-service training and professional development.

Research shows that managers should take it upon themselves to earn trust from their colleagues in order to inspire team unity and collaboration, as well as to enhance the success of the organization. At GDI, we believe in the importance of holding our leadership team accountable for treating staff

members with respect and dignity at all times. The Institute leadership is always encouraged to regularly recognize those they supervise for their positive contributions to the Institute.

GDI has policies that give employees the direction, structure and support to perform their duties but also look to long-term projects and more strategic and creative thinking. This allows the employees to be passionate about the roles they play and have the potential to add value to the Institute. Further, the Institute provides staff with ongoing opportunities and incentives for growth and development - both in acquiring job-specific hard skills, and softer skills that serve them well as individuals; and as managers and leaders.

GDI is owned by the Métis people of Saskatchewan. Its mandate, values, and leadership philosophy have enabled us to stand for something beyond simple profits. We provide services that clearly add value to Métis people. This makes it possible for employees to derive a sense of meaning from their work, and to feel good about the Institution for which they work.

Over the years, I have worked for different companies. I have yet to come across one that meets the full range of all their employee needs in every way, which is perhaps impossible. But GDI is the one that comes closest and this is why it stands out.



Success Story: Taylor Fayant, LPN

By Sheena Yew

Taylor Fayant is a Licensed Practical Nurse (LPN) at the Royal University Hospital, Saskatoon. She was my client over the past year and we recently sat down to reminisce over her journey to date.

Taylor started LPN program at SIAST in 2012. In 2013, she applied for a summer student position with the City of Saskatoon, which just so happened to be a Student Subsidy Program partnership between GDI and the City of Saskatoon. When she visited GDI, we told her about the Individual Sponsorship Program and that as a Métis person she was eligible to apply for funding for her second year of the LPN program. With deep appreciation, Taylor noted that

upon visiting the GDI, her "life took a turn for the better."

Taylor found the LPN program enjoyable and relevant to her career goals. She especially liked hands-on practical nursing skills, critical thinking, and organizational skills. She describes her typical work day as a 12-hour shift that varies from day to day. At the beginning of the shift, "you assess the patients and assist them to get ready for the day, preparing them for treatments, procedures, surgeries, etc."

Taylor enjoys caring for the patients. She believes that an effective nurse needs both clinical skills and empathy for the patient. "Without the latter, the skills alone can only take you so far."

In future, Taylor hopes to get to work in an acute and long term care facility in a smaller community. She shares her secret for success thus, "setting small short term goals and reaching them motivates me to achieve my long term goals." She says that being focused, disciplined, and having great work ethic is essential for success.

She says, "I think it is very important to have a Métis organization not only for financial assistance, but also for other types of support. Having a counsellor close by made me feel that it wasn't only me who wanted me to succeed. Thank you so much GDI."

Congratulations Taylor! 🌟



Taylor Fayant
Photo by James Oloo

GDI Partners with Camp Tamarack for Kids Camp

By Audrey Arcand

This year, GDI Training and Employment partnered with the Camp Tamarack Foundation to take Aboriginal children with learning disabilities to a summer camp. Established in 1977 by two Saskatoon teachers, Camp Tamarack enables Aboriginal children from with learning disabilities to go to school in the summer while enjoying summer camp life. The camp keeps the children engaged in schooling while they also become

more independent and confident. The children are referred to the camp by teachers and parents and come from across the province.

Lyla Phillips, a SUNTEP student, participated at Camp Tamarack under the GDI GDIT&E student subsidy program. Her view of the children's camp was, "It builds their confidence. The difference is visible; when the children arrive they are shy and timid. A few days later, they are happy, confident, and enjoy new friends. At the end of the camp, many of the kids

said they would like to come back next year." Camp Tamarack Executive Director Linda Slough stated that teachers like Lyla bring new pedagogies while at the same time, they learn something new.

I visited the Camp for an on-site follow up with Lyla and Linda and to my surprise there were two former GDI Training and Employment clients there. Christine Quenelle and Amanda Goller are SUNTEP graduates and former summer students in other partnerships. We sat down as a group and discussed their thoughts about

the camp. They had recently started a "Métis Evening," an event that included jiggling, Métis history and culture, bannock making and reading Métis stories.

They were all grateful for the opportunity to learn important skills in identifying and working with children with learning disabilities. It's a win-win partnership as Tamarack benefits from having educated Métis people bring their culture and skills, while GDI clients are able to learn something that that may take back to the classroom when school begins. 🌟

Summer Job Placements with SaskNative Rentals a Success

By Dwayne Docken and James Oloo

Bryce Arcand, Rebecca Campbell, Ryan Nivon, and Ethan Long are GDIT&E summer work experience clients. They were placed with the Camponi Housing Inc/ SaskNative Rental Inc.

Bryce, Ryan, and Ethan are clients of Dwayne Docken. Rebecca is a client of Audrey Arcand, an Employment Counsellor at GDIT&E. We recently visited their workplace and spoke with Bryce, Ryan and Rebecca.

Ethan was away. Rebecca. Bryce and Ryan had planned to work during summer and save towards buying cars; while Rebecca had been looking for an organization to help her achieve her educational and career goals, namely to become an office administrator.

All were thankful for the opportunity. They enjoyed the summer placements and acquired useful skills including organizing a day camp and participating in exhibition parade." Bryce said he got a good introduction to trades.

Continued on Page 3



Métis Youth Excelling in Sports

By James Oloo

Tristan Moran is the grandson of DTI Senior Program Coordinator Claudette Moran. The 16 year old member of the Prince Albert Timberland Bowbenders Archery Club has been making waves across Canada and beyond as an archery child prodigy.

When he was 12, Tristan already had a trophy collection of achievements that included five national gold medals, three national silver, two bronze medals, and a top five finish at the World Archery Tournament in Las Vegas. To date, he

has broken 23 Canadian records in archery.

At the 2014 Canadian National Archery Championships in Lac La Biche, Alberta this month, Tristan broke the 70-metre championship record, won gold in the target championships, bronze in the field championship and is ranked first in the Open Master's Cadet Challenge.

Tristan has been shooting since his dad Stacey – who is also his coach - bought him his first bow when he was five years old. He will be trying out for Team Canada for the 2015

Youth Commonwealth Games in Samoa.

His Timberland Bowbenders teammates have also achieved commendable success. Lindsay Cannon, for example, holds seven Canadian records while Landyn Vandale won gold medal at the Lac La Biche. For more information, please visit <http://www.saskarchery.com>.

There are many milestones and successes that we all experience within and outside work including those by GDI employee families. We invite GDI staff to submit articles to james.ooloo@gdite.gdins.org.



Tristan Morin, 16, Has broken 23 Canadian records
Photos courtesy of Claudette Morin

DTI Basement Renovation Nears Completion

By Chantelle Julé

The GDI Building at 1003 - 22nd Street West in Saskatoon has recently undergone further upgrades, which now completes the last phase of the building renovations.

Over the summer, the basement has been revamped to include space for a Pearson VUE testing center, a private testing area for special accommodations, a large classroom, resource centre, computer labs, offices for instructors, and washrooms.

Photocopy room and resource center for staff have also been added.

This was a large project that has been completed on a narrow timeline as the goal was to have it completed over the summer and to not affect day to day business of the Institute. The renovation included removal of old walls, flooring, ceiling and lighting. The new space has a fresh and welcome feeling with its glass walls, fresh carpet and paint, and new lighting.

The new design reflects a similar look and feel as the rest of the building and is going to be a great space for our students, clients, and staff. The majority of the work is done and there are just some final touches needed before the project is complete.

Instructors are scheduled to be moving into their new offices next week and testing services will resume in September. Last year, GDI buildings in Regina, Saskatoon, and Prince Albert were also renovated.



GDIT&E Summer student work experience clients Rebecca Campbell, Ryan Nivon, and Bryce Arcand with Camponi Housing Inc's Daniel and Chad.
Photo by Dwayne Docken

Summer Job Placements a Success *Continued from Page 2*

Bryce and Ryan did repair work, plumbing, and other assigned duties to ensure that housing units were ready for occupation. For them, working as maintenance labourers provided opportunity to learn carpentry, painting, plumbing, and general repair work. Rebecca noted that what she has "learned about housing industry and office administration is very relevant and useful."

All the three expressed their gratitude to GDI for the opportunity that they believe will help them in the future. As Rebecca said, "an organization like GDI that enables Métis get access to such opportunities is hugely significant." She continued, "I wish I got this opportunity earlier."

Camponi Housing Inc/ SaskNative Rentals has 427 housing units in Saskatoon.

They have an average of 100 applicants on the waiting list at any given day with a growing demand for senior housing, and by families from outside the city. This is the first time it has partnered with GDI to offer summer work program for Métis students. Camponi Housing Inc/SaskNative Rentals Director Carrie Leclaire said the partnership has been beneficial to them as their experienced workers

'apprenticed' the students. She stated: "It has been more than a job fair, this is a hands-on experience that keep our youth out of the street, introduces them to a possible career, while at the same time they earn." For information about GDI Training and Employment summer placements, please contact Dwayne at dwayne.docken@gdite.gdin.org or (306) 659-1061.



Jeff Baker: SUNTEP Graduate and U of S Professor

By James Oloo

Jeff Baker is a Métis educator who graduated from the Saskatchewan Urban Native Teacher Education Program (SUNTEP) Saskatoon in 1998. He is an Assistant Professor and Chair in Aboriginal Education at the University of Saskatchewan. Jeff recently shared his story with us, describing how SUNTEP enabled him to re-discover his Métis ancestry and helped prepare him as an educator.

Jeff notes that SUNTEP contributed significantly to who he is today. Growing up in Saskatchewan, he knew he was of Indigenous ancestry on his father's side of the family. His mom is Norwegian. However, it was not until he joined SUNTEP that he had the opportunity to learn about his Métis roots and what it meant to be Métis. As he puts it, "SUNTEP gave me grounding into who I am as a Métis person." Métis scholar Cathy Littlejohn reminds us that, "SUNTEP has become a 'third space' where Métis people can come together, be together and teach each other what it means to be Métis."

SUNTEP also aroused Jeff's curiosity about exploring the

world and learning about different cultures and ways of knowing. As a student teacher at SUNTEP, he applied to an internship position at a high school in New Zealand. At the time, inclusion of Aboriginal content and perspectives in the Saskatchewan K-12 school curricula was uncommon. Among the first things Jeff noticed was that the New Zealand school had a large representation of Māori peoples among the teachers, staff, and students, and that Māori culture and language were present throughout the school. He observed that although the Māori people had their challenges, New Zealand was "relatively ahead in terms of healing and empowerment of its Indigenous population." Jeff says that it was not uncommon to hear non-Māori people using Māori terminology in their conversations. The Māori are the indigenous people of New Zealand.

After graduating from SUNTEP, Jeff taught in several places including Taiwan, Turkey, and Saskatoon. He posits, "SUNTEP prepared me to be the best teacher I can be anywhere." His travels, teaching experiences, and interest in knowledge and cultures of the world motivated him to go back to school and pursue a

Master of Education degree at the University of Alberta. He is currently completing his PhD at the University of British Columbia where his research focuses on the transformative possibilities of Indigenous science education. His research interests include decolonizing educational systems and enhancing more equitable and sustainable ways of living. Jeff draws on Indigenous methodologies and pedagogies. In his travels he learned to speak Chinese and Turkish, and is currently learning Plains Cree.

Started in 1980 when there were only eight Aboriginal teachers in Saskatchewan, SUNTEP is today a success story. About one out of every 10 (9.2%) teachers in Saskatchewan is a graduate of SUNTEP. Several SUNTEP graduates have completed further education and many occupy positions of leadership including school principals and university professors in Saskatchewan and beyond. GDI Executive Director Geordy McCaffrey is also a SUNTEP graduate. 🌐

GDI Clients Among Atoske Leadership Grads

By James Oloo

On Friday August 22, 2014 a parked gymnasium at the White Buffalo Youth Lodge celebrated achievements of 16 Aboriginal youth at the Atoske Urban Aboriginal Leadership Program closing ceremony. Three of the 16 were sponsored by GDI: Paisley Beston, Michael Hall, and Heidi Lavallee. All were clients of GDI Training and Employment's Sheena Yew.

Started in 2009, the Atoske program consists of an intensive

two week training camp for youth ages 16-19. Graduates of the program acquire a number of certifications that help them develop various skills in preparation for labour market and post-secondary education including: First Aid/CPR, WHMIS, High Five – Principles of Health Child Development, Financial Literacy, and Coaching and Canoeing Certification. Participants also take introduction to careers in Potash Mining, Portfolio Development, as well as

a trip to Blue Mountain Outdoor Adventure Centre.

GDI Training and Employment Director Lisa Wilson congratulated the youngsters and hailed the partnership that has made the Atoske program possible. Partners include the City of Saskatoon, PotashCorp, and the Saskatoon Tribal Council. For more information please contact Sheena Yew at (306) 863-3634. 🌐



Jeff Baker
Photo by James Oloo



Lyla Phillips and a
Student at
Camp Tamarack
Photo by Audrey Arcand



GDI Director Lisa Wilson
Speaking with Aboriginal
Youth at the Atoske
Urban Aboriginal Camp
Photo by James Oloo



New Publications from GDI

By James Oloo

The GDI Publishing has recently published two books, *My First Métis Lobstick* by award-winning author and SUNTEP Prince Albert instructor Leah Marie Dorion, and *Manny's Memories* by Ken Caron and Angela Caron.

Dorion revisits the important role of lobstick from the perspective of a young Métis boy during the fur trade period. The book looks at the preparations by a Métis family for a lobstick festival in the boreal forest.

On her [website](#) Dorion states that lobstick trees were "natural ladders and prominent lookout points" and that they served "as a reminder of the strength, practicality, and versatility of Métis families." Dorion uses her stunningly splendid artwork to bring to

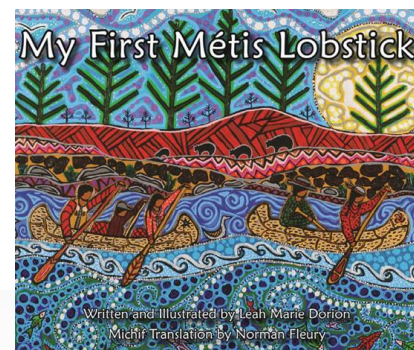
the fore the little known, yet important, aspect of the Métis history.

Like *My First Métis Lobstick*, *Manny's Memories* goes back in time to a Métis community of Round Prairie, Sask in the 1940s through the eyes of a young boy known as Manny. Lois Lowry once said that "The worst part of holding the memories is not the pain. It's the loneliness of it. Memories need to be shared." In *Manny's Memories*, Manny shares his boyhood memories in a way that such virtues as hard work, generosity, self sufficiency, and caring for the environment are practiced in a rare yet vivid glimpse of Métis history.

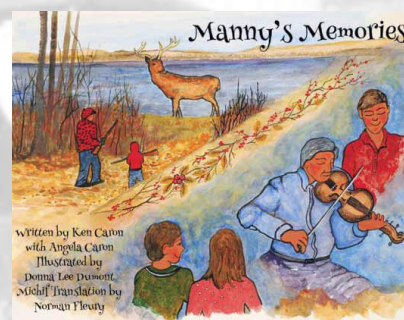
More than just a fantasy or well written fiction, *Manny's Memories* has a touch of reality to it. In his youth, Ken Caron was known as 'Manny.' Illustrations by Donna Lee

Dumont make Manny's boyhood memories unforgettable. Both books have been translated to Michif by Norman Fleury. They are available at <https://gdins.org/shop-gdi/> and at bookstores near you.

After a stupendous start to 2014 that saw her book *Just Pretending* win four awards including Saskatchewan Book of the Year Award, and being described by the Regina publisher Coteau Books as "One of Canada's most exciting new Métis voices," GDI Director Lisa Wilson has poetry/short stories forthcoming in fall 2014 in *Cîhcêwêsin: New Writing From Indigenous Saskatchewan* (Hagios Press). The anthology is edited by Neal McLeod and features over twenty Aboriginal writers. It will be released in October. 🌐



GDI Publishing recently published two new books: *My First Metis Lobstick* by Métis author and GDI employee Leah Marie Dorion (above) and *Manny's Memories* by Ken and Angela Caron



Photos Courtesy of GDI Publishing

Payroll Cutoff Calendar, September 2014

By Carmala Thiessen and Veronica Verzonowski

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

Employee contracts due prior to payroll cutoff date.



Gabriel Dumont Institute/Dumont Technical Institute

917 22nd Street West
Saskatoon, SK
S7M 0R9

PHONE:
(306) 242-6070

FAX:
(306) 242-0002

E-MAIL:
general@gdi.gdins.org

Visit us at
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)

Follow us on Twitter!
@gdins_org



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

GDI Locations

GDI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

GDI Publishing Saskatoon

2—604 22nd Street West
Saskatoon SK S7M 5W1
Phone: (306) 934-4941
Fax: (306) 244-0252

GDI Finance and Operations

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 975-0903

DTI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

Toll Free (DTI):
1-877-488-6888

SUNTEP Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 764-1797
Fax: (306) 764-3995

SUNTEP Saskatoon

Room 7 McLean Hall
University of
Saskatchewan
106 Wiggins Road
Saskatoon, SK S7N 5E6
Phone: (306) 975-7095
Fax: (306) 975-1108

SUNTEP Regina

Room 227 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4110

GDI Training and Employment Central Office

917 22nd Street West
Saskatoon, SK S7M 0R9
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

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

GDI Library Prince Albert

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