



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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U of R Faculty of Nursing Donates Equipment to DTI

By Daniel Downs

Dumont Technical Institute has had a long history of collaborative ventures, especially when such ventures directly benefit the students or communities we work in. Over the last two years, Dumont Technical Institute has been operating a Continuing Care Assistant program out of the Métis Local building in Meadow Lake SK. The program has enjoyed great success in not only the retention of students, but in their transitioning to employment upon completion.

During the first year the program ran, a decision was made to use the Northwest Regional College Nursing Lab at the Meadow Lake Campus. As a fully functioning lab, the students were able to train in an environment that mirrored the extended-care facilities and hospitals that they were to be working in later. There was just one problem with the lab. It wasn't theirs. It wasn't something that made them feel like a Dumont Technical Institute student; and although it was a great space, it simply wasn't their own space. Students appreciated the amenities, but gravitated towards a familiar and supportive environment, their own class and lab.

While attending a function in Regina last month, I was speaking with an old colleague and past Dumont Technical Institute Continuing

Care Assistant Instructor Jaime Mantesso, who is now a Nursing Instructor at the University of Regina. We spoke at length regarding trends in health, training expectations between several different health regions, and the areas that Dumont Technical Institute was offering health programming within the province. When the topic of the Meadow Lake CCA program was brought up, we further discussed how Dumont Technical Institute had utilized the Northwest Regional College Nursing lab the previous year, and how we were in the process of using a partial Northwest Regional College and partial Dumont Technical Institute lab approach for student training this year.

Jaime had agreed with the need for students to feel comfortable in their own space. She placed in a request to the Faculty of Nursing at the University of Regina to have four newer electric hospital beds be made available for the Dumont Technical Institute lab in Meadow Lake, as recognition of the need to promote continued health training in rural towns and communities, especially in regards to training that promotes Aboriginal health and wellness. The Faculty of Nursing approved the request and donated four

beds to Dumont Technical Institute for our CCA program at Meadow Lake.

For the coming year(s), Dumont Technical Institute's Meadow Lake CCA students will have the pleasure of working in their own self-contained lab, in a supportive environment, with the joint belief in the sharing of resources between institutions that strive to make a greater societal benefit and promote health and education province-wide.

Dumont Technical Institute continues to provide training opportunities to Métis people across Saskatchewan to help meet the growing need for healthcare professionals in the province. We have trained hundreds of healthcare professions including over 200 practical nurses and several more continuing care aids.

On behalf of GDI and the Métis community in Saskatchewan, we at Dumont Technical Institute would like to say thank you to Dr. David Gregory, Dean of the Faculty of Nursing, Jaime Mantesso, and the University of Regina for their continued support and partnership. Gabriel Dumont Institute partnership with the University of Regina also includes our Saskatchewan Urban Native Teacher Education Program (SUNTEP) in Regina, and a community-based Master of Education program currently offered at SUNTEP Prince Albert Centre. 





Dumont Technical Institute recently received a donation of beds from the University of Regina Faculty of Nursing For the Continuing Care Assistant program in Meadow Lake
Photo by Daniel Downs

Transferable Skills for Workplace Success

By Jim Edmondson

I live my life by the simple belief that you can never be over prepared, have too much information, or be overeducated. I believe this is true in our daily lives, in the corporate boardroom, or when we are looking to empower our clients and students to overcome barriers and achieve success. These beliefs will go a long way towards making an effective and positive impression on those we interact with each day.

As an organization, with professional staff, Gabriel Dumont Institute challenges all members of staff to continually learn, develop, and grow in their jobs and roles. It has been proven in numerous studies of workplace effectiveness over the past 20 years that stagnation breeds mediocrity. This is one of the factors and rationale behind the Institute's practice of cross-training of staff, where appropriate.

Cross-training provides employees with a broader skill set and knowledge base. It is

also a valuable tool to assist them in gaining critical thinking skills and building capacity through exposure to multiple functional areas. Having a cross-trained employee base allows the Institute or individual departments to be nimble and able to react or adjust quickly to any situation we may face. A multi-skilled workforce provides the Institute with a competitive advantage over competitors in our sector.

Proponents of cross-training argue that utilizing this practice is beneficial to an organization overall, this is especially true for new recruits because they enter an organization with a solid education but often have little real world or business experience. Providing staff the opportunity to experience multiple areas, responsibilities, or to experience work outside of their comfort zone provides not only a variance of experience to individual

employees, but it also enables us to have a better understanding of employee potential. Cross-training is touted as a quick way to build competencies, confidence, and capacity. For experienced or longer-term employees with a solid understanding of the organization and their roles, cross-training offers an opportunity to work collaboratively with other areas or co-workers and to develop new skills.

As GDI continues to grow, evolve, and develop more efficient methods of service provision, it's imperative that our staff have transferable skills. There is also a distinct value to an employee of gaining cross-training. Possessing multiple skill sets makes it easier for the employee to gain responsibility and advancement.

The best advice I can give anyone is never stop learning, growing as an individual, or striving to better your home or work life. 🌐



Monica Goulet with Dr. Gordon Barnhart, Interim President, University of Saskatchewan and former Governor General of Saskatchewan
Photo courtesy of M. Goulet

Monica Goulet: SUNTEP Grad a Shining Star

By James Oloo

Ms. Monica Goulet is the Aboriginal Relations Consultant at the Saskatoon Police Service. She recently shared her story with us. Originally from Cumberland House, Monica is a Métis woman, and a proud mother and grandmother.

Monica left high school before graduating. However, through determination and hard work, she went back to school and earned her high school diploma. She then joined the SUNTEP Regina and graduated with a Bachelor of Education degree in 1983. Today, her credentials

include a Bachelor of Arts with Distinction and Master of Business Administration.

Monica's career journey since graduating from SUNTEP has been very impressive. She worked as a teacher at Cochrane High School, and at Sutherland School. She also served as the Treaty Awareness Speakers Bureau Coordinator at the Office of the Treaty Commissioner; Integrated School Linked Services Program Coordinator at Joe Duquette High School (presently

Oskayak High School); Curriculum Resource Coordinator at Saskatchewan Ministry of Education; Cultural Diversity and Race Relations Coordinator at the City of Saskatoon; and as Indian and Métis Education Consultant at Regina Public School Division, and later at the Saskatoon Public School Division.

Monica states that the knowledge and skills she acquired at SUNTEP helped prepare her for her career.

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The Connection Between Culture and Strategy

By Jim Edmondson

The Gabriel Dumont Institute is a postsecondary and cultural institution whose mission and values emphasize its role as a conservator of Métis culture and history. Every three years, GDI holds Strategic Planning sessions in which all facets of the organization come together to re-affirm the Institutes values and mission and map out the future direction we will take. The latest Strategic Planning session was held September 24-25, 2013.

The Institute Strategic Plan 2014-2017: *Nurturing Our Culture Preparing Our Future* was released this spring and is available at all Institute offices and online at <https://gdins.org/me/uploads/2014/01/GDI-StrategicPlan2014.pdf>. This article highlights the

connection between culture and strategy.

Culture is particularly effective as a strategic asset when there is consistency across the organization in values, policies, and practices. The two prevalent forces shaping organizational activity and results are strategy and culture, as illustrated in the diagram on Page 5.

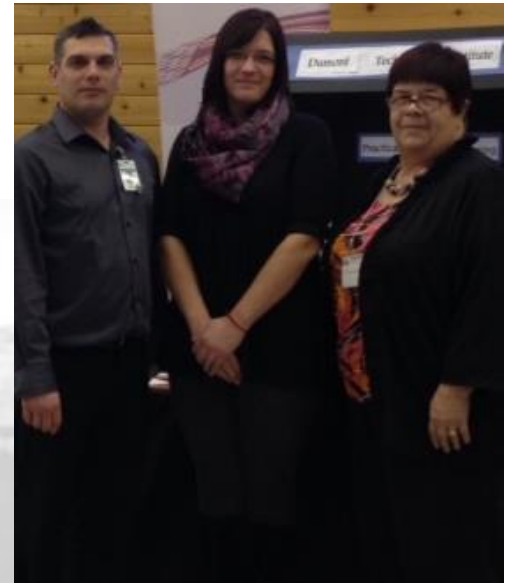
In the diagram, the strategy path defines *what* the Institute needs to accomplish to be successful; the culture path emphasizes *how* things are normally done. The outcomes are best when an alignment is maintained between the two paths.

A very good example of this alignment at GDI is the implementation of detailed new policies and procedures by ensuring that they reflect the

strategic goals, mandate, and long-term vision of the Institute.

I have labeled the culture path the "driving path" because in my experience, especially at GDI, culture exerts as much influence on what gets done in an organization as strategy. This means we must continue to align strategy with culture, it's sometimes not easy, but it's necessary in order for us to continue to move the Institute forward.

Continued on Page 5.



Robert Dubrulle, Teresa Simmonds and Marilyn Beaucamp
At the Community Health Fair at Muskoday First Nations

DTI Practical Nursing Represented at Health Fair

By Marilyn Beaucamp & Teresa Simmonds

The Dumont Technical Institute Practical Nursing Program in Prince Albert was invited to attend a health fair on Muskoday First Nation by Robert Dubrulle, a senior nursing student at the University of Saskatchewan Prince Albert Campus. The health fair was arranged as a project for the community placement element in his Registered Nursing program. It was aimed at sensitizing the community on ways in which nursing programming contributes to the health of the community. Robert is from Île-à-la-Croix and is related to Prince Albert Practical Nursing Program graduate Shelly (Morin) Caisse.

We presented information on the Practical Nursing Program, the entrance requirements, and a quick survey of First Nations who employ Practical Nurses. Information about Gabriel Dumont Institute Training and Employment was handed out as well, along with many logoed promotional items. A draw for a bag of Dumont Technical Institute merchandise was won by a Muskoday First Nation resident. We visited with old friends and colleagues as both of us have ties to the community, and enjoyed our time at the health fair.

The event was well attended with several people expressing interest in Dumont Technical Institute programs. We

received over 30 applications to the Practical Nursing Program.

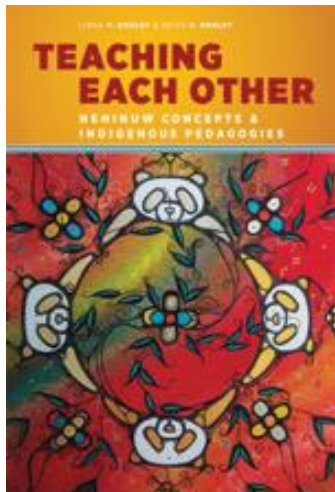
Other displays at the health fair included: information about the Canadian Cancer Society, tuberculosis awareness, HIV and AIDS programs, healthy eating for children, and child car seat clinic. The Muskoday Fire Department and residential school survivors support group was also present. 🌐



Teresa Simmonds and Marilyn Beaucamp
Photos courtesy of T. Simmonds



SUNTEP Grad a Shining Star ... continued from Page 2



A new book by First Nations University of Canada's Dr. Linda Goulet and Dr. Keith Goulet on Indigenous pedagogies resonates with Monica Goulet's teaching philosophy

It enabled her to "better understand and appreciate the impact of racism on our lives, as Métis people." She "loved the safe climate and the sense of family which was cultivated with the wonderful classmates and faculty. I learned so much from them!"

Someone once said that once you carry the title, 'teacher', you will always be teacher. So, I asked Monica what her teaching philosophy is. She states that her philosophy is well captured in a new book by First Nations University of Canada professors Linda Goulet and Keith Goulet *Teaching Each Other: Nehinuw Concepts and Indigenous Pedagogies*. Goulet and Goulet (UBC Press, 2014) argue that despite recent improvements, education of Aboriginal students still takes place within a Eurocentric framework. They present an alternative framework that goes beyond decolonization and acknowledgement of Aboriginal culture, to view teachers and students as partners who can co-create knowledge and learn from each other. Monica believes that students are active participants in the teaching-learning process and should be regarded as such. She says that society should be cognizant of the need for equity and social justice.

But, why teaching? Monica's mother, Ms. Veronique Marie Carriere, had 13 children. One day when Monica was a little girl, a neighbour saw her mother with all her children outside the house and made a spiteful remark that she "look(ed) just like a schoolteacher with all your schoolchildren gathered

around you." Ms. Carriere's response was a calm "Kiam," a Cree word that, according to Monica, means "Let it be." Refusing to fight back, she showed strength and wisdom by 'receiving' the snide comment as a compliment. Although Ms. Carriere passed away at age 39 when Monica was only five, her daughter became a school teacher.

Much has been said about the importance of role models in inspiring young people to learn, overcome obstacles, and find their purpose in life. Monica says, she "appreciated the exposure to powerful Aboriginal role models such as Marion Desjarlais, Sherry Farrell, Oliver Brass, Walter Currie, and the loving nature of Liz Cooper, Helmut Lang and Harold Shultz." She notes that this is a key strength of SUNTEP that should be extended to all Métis students.

Monica is passionate about her community. She has served as Board Member of the United Way and as an Ambassador for Saskatchewan In Motion, an organization that promotes a sustainable future for Saskatchewan people. She is a Past President of the Canadian Research Institute for the Advancement of Women.

Monica is a published author and television host for such programs as 'Sweetness in Life' and 'Miywayawin' which aired on APTN. She also worked on the "Sasipenita: A Portable Exhibit Honoring the Accomplishments of First Nations & Métis People". They also featured an exhibit that honoured accomplishments of Aboriginal women at Wanuskewin Heritage Park.

She has received several awards for her work. These

include merit scholarships from the Canadian Native Arts Foundation, Scotia Bank Aboriginal Business Education Award, and the Saskatoon YWCA Woman of Distinction Award in Community Building.

Monica's accomplishments testify to what hard work, dedication, supportive family and community, and, I must add, education that is relevant and culturally affirming such as SUNTEP can empower individuals to overcome multiple barriers and challenges to achieve their potential.

SUNTEP was started in 1980. Since then, over 1,120 Métis and First Nations teachers have graduated from the program with Bachelor of Education degrees. Our graduates embody the spirit of SUNTEP. They make a difference everyday within and beyond the Métis homeland. The strength of GDI and SUNTEP is exemplified by the success and prominence of graduates who include educators, lawyers, professional athletes, and administrators.

SUNTEP grads not only touch the lives of Canadians daily, but they also uphold GDI's reputation as being the best institution of its kind anywhere. At Saskatoon Police Service, Monica is involved in enhancing partnerships with Aboriginal people (please see http://police.saskatoon.sk.ca/pdf/annual_reports/Aboriginal_Relations_Year_End_Review_2012-13.pdf). As she says, "SUNTEP was one of the best times of my life!"



GDI Publishing Director Karon Shmon at the Institute's Museum, Gallery and Special Collections, on 604 22nd Street W Saskatoon – a great place to visit Photo courtesy of GDI Publishing



Culture and Strategy ... *continued from Page 3*

So what is the relationship between culture and strategy? Well, strategy drives the organization's focus and direction while culture is the emotional, organic habitat in which a company's strategy lives or dies. Strategy refers to the direction that the organization has decided on, while culture entails a clearly understood common language to embrace and tell the story that includes mission, vision, values and clear expectations.

Strategy is about intent and ingenuity, while culture determines and measures desire, engagement, and execution. It lays down the rules for playing the game, and culture fuels the spirit for how the game is played.

Unlike the organization's strategy, its culture is built or eroded every day. How you climb the hill and whether it is painful, fun, positive, or negative defines the journey. When culture embraces strategy, execution is scalable, repeatable, and sustainable. Culture must be monitored to understand the health and engagement of an organization.

An organization's culture encompasses everything it does and everyone it serves. That is, it not only affects the manner in which managers manage (influencing employee behavior and performance), it also affects the way in which the organization processes its product and provides services to its clients or communities.

"An organization's culture, that is, the sum total of what it makes and what it does, is influenced by its beliefs." At GDI that includes promoting the renewal of Métis culture, as well as being responsive to the needs of our clients, students, labour market, and communities.



Payroll Cutoff Calendar, November 2014

By Carmala Thiessen and Veronica Buschnyski

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

Employee contracts due prior to payroll cutoff date.
New employee contracts due at Payroll upon job acceptance.

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can be obtained at:

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

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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