



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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A Chat with DTI's Longest Serving LPN Instructor

By James Oloo and Marilyn Beaucamp

Marilyn Beaucamp (Lyn), the Prince Albert Practical Nursing (PN) Program Coordinator and Lead Instructor, recently sat down with us to share her experience in and passion for the DTI PN program. Lyn who is originally from Vancouver holds an RN from BCIT, an undergraduate degree from U of S and a Masters degree from Syracuse University, New York. Before joining GDI in 1999, she worked in the health care system both at the provincial level and with the federal government. She has accumulated nursing experience in direct care, management, research and education since 1974.

Lyn always wanted to be a nurse ever since she was three years old. While she has never been a school teacher, she has taught Special Care Aide and TB Worker Programs, as well as Girl Guides, Sunday Schools.

Lyn helped start the DTI PN program in Prince Albert. Following the success of the program and an increasing demand for DTI PN graduates, the program was started in Saskatoon and this year in Regina. Today DTI remains the second largest practical nursing training provider in Saskatchewan with more

than one half of its total PN graduates originating from the Prince Albert site.

As a nurse educator, Lyn combines clinical expertise and a passion for teaching into rich and rewarding careers. She is responsible for preparing and mentoring current and future nurses hence plays a key role in strengthening the nursing profession, serving as role model and providing the leadership needed to implement effective practice.

Lyn serves in a variety of roles that include instructor, clinical faculty, and program administration. She also has responsibilities related to: mentoring new instructors, guiding learners, and evaluating learning. Lyn helps her students identify their learning needs, strengths and challenges, and works with them to provide learning opportunities that maximize their strengths to overcome challenges.

Lyn notes that the program has touched many lives. She remembers having taught mothers and their daughters as well as friends and cousins. Her students have ranged in age between 18 and 52 years old, and most get motivation from their friends and relatives who have graduated from the program, as well as from alumni whose lives have changed for the better.

Lyn believes that education means more than acquiring knowledge because it empowers people to develop personally, socially, and economically. To this end, DTI PN interviews all program applicants prior to entry and provides a pre-nursing prep program to develop group cohesion, and evaluate and upgrade basic skills before commencing nursing classes.

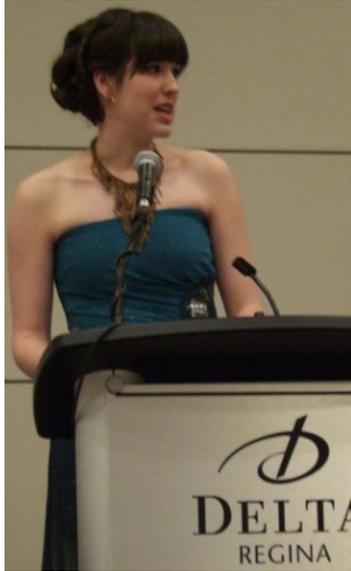
Lyn's satisfaction comes from watching future practical nurses grow in confidence and skill as they overcome challenges, and succeed. Her teaching philosophy has been influenced by Jean Watson, a celebrated nursing theorist. Dr. Watson believes in the nurturing of a helping-trust relationship, promotion and acceptance of the expression of positive and negative feelings, and cultivation of sensitivity to one's self and to others. Watson also notes that caring responses accept a person not only as he or she is now but as what he or she may become, and can be effectively demonstrated and practiced only interpersonally.

Over the years, an incredible team of instructors has contributed to the success of DTI PN Program by preparing our students for a diverse and ever-changing healthcare environment. This has made our graduates popular with employers. For more information about DTI PN Program, contact general@gdi.gdins.org or call Toll Free 1-877-488-6888. 



Spirit of Leadership Alive in SUNTEP Regina Grad

By Russell Fayant



Jenel giving a speech at the SUNTEP Regina 2013 Graduation

SUNTEP Regina has a long history of producing graduates that are leaders in the realms of culture and education. During its thirty year history SUNTEP has graduated teachers who have made important and lasting impacts in curriculum, classroom innovation and in government policy. This year is no exception. Although the graduating class of 2013 is small, it is definitely mighty. Each of the five graduates has made significant contributions to their profession and communities. One graduate in particular stands out. She has been recognized by the University of Regina for outstanding academic achievement and leadership potential.

As a descendant of Maxim Lepine, Jenel Markwart knows all about the importance of striving to meet one's goals and the significance of service leadership within the Métis community. Although raised in Prince Albert, Jenel chose to enrol in SUNTEP Regina and almost immediately became involved with volunteerism within her adopted

community. During her time as a SUNTEP student, Jenel consistently maintained an average above 90% while volunteering as a dance instructor for Regina Riel Métis Council as well as being a mentor through the YWCA's 'Big Sister' and 'Big Boost tutor' programs. Over the course of four years, Jenel parlayed her success into financial reward and garnered enough awards and scholarships to meet her needs without having to take on student loans or a part-time job.

Perhaps the most prestigious of these awards is the one that will be presented to Jenel during this year's University of Regina Spring Convocation. The President's Medal is awarded at each convocation to an undergraduate student receiving a first degree who best exemplifies the combination of academic studies with leadership qualities. There is only one such award presented at Convocation and it remains one of the highest honours

that can be bestowed upon a graduating student. This award will complement nicely the Order of Gabriel Dumont – Bronze award that Jenel received from the Gabriel Dumont Institute in her second year of studies.

Jenel has secured a position with Regina Public Schools for the fall of 2013. Regina Public is currently experiencing many changes as structural innovation and three new elementary schools change the landscape of elementary education in Regina. As an innovator with an unparalleled work ethic, Jenel will be at the forefront of these changes and will be able to use her knowledge and skills to ensure that traditional Métis values and understandings remain integral to the goals of Regina Public Schools.

On behalf of SUNTEP Regina, the GDI, and the Métis community, I would like to congratulate Jenel on all of her successes. We look forward to the progress and future contributions of this dynamic and talented Métis woman. To Jenel we say 'Kiki-miyototaen!'

You have done well! 🌟



Jenel and her mom Mona Markwart at the SUNTEP Regina 2013 Graduation

Photos credited to R. Fayant

Employment Gap: Quality vs. Quantity, Another View

By Karon Shmon

The May 2013 communicator included an article by James Oloo titled, *Aboriginal Employment: Quality Versus Quantity* in which he states:

'The issue of employment always brings to the fore the notion of quality versus quantity. Quality refers to jobs that pay well and are generally likely to be around in the long term. A not so quality job is usually temporary, low wage, and

susceptible to economic downturn. Quantity on the other hand emphasizes getting people to work, no matter what the job is or how low the wage. So, quality versus quantity, which is preferable? You decide.'

Given this invitation, I have given the matter some thought and I do not agree that only a job that is well-paying and long-term can be considered a quality job, or that those jobs

jobs that are low-paying and short-term are not quality jobs. I worked as a floral designer, at low pay, and could have stayed there as long as I wanted. The job was 'quality' for me because I was able to express my creative side and work with beautiful materials, making things that made people happy. As well, I acquired a work ethic that has helped me through many other jobs.

Continued on Page 3.



List of Métis Veterans Compiled for Monument

By Lisa Wilson

Recently GDI has engaged researcher and academic Dr. Cathy Littlejohn to provide research and documentation for a list of Métis Veterans to be included on the Métis Veterans Monument planned for Batoche. The list will include Métis Veterans from across the Métis homeland. Métis people are encouraged to spread the word and submit names, dates of birth, death, and service, regiment(s), conflict(s), and other information regarding Métis Veterans to the researcher via GDI.

For a couple of years now GDI has been leading the

fundraising efforts for the monument, accepting donations from Métis Veterans, their families, and other interested parties from across Canada, and issuing tax receipts on behalf of the project. To date, we have raised approximately \$136,000 for the structure, including Federal and Provincial government contributions. In addition, the Provincial Métis Council passed a motion authorizing the Clarence Campeau Development Fund “to direct the next \$100,000 capital grant for Batoche towards the Métis Veterans monument to be constructed

on the Métis Nation-Saskatchewan Batoche grounds effective for the 2013/14 fiscal year,” putting the Métis Veterans Monument within reach.

Furthermore, in April a group of Métis Veterans was formally consulted to provide advice and feedback on the monument project. We appreciate the counsel and wisdom of the Métis Veterans on the project. Please submit Métis Veteran information to Lisa Wilson at lisa.wilson@gdi.gdins.org or by mail to GDI, Veterans Monument, 917 22nd Street West, Saskatoon SK, S7M 0R9.



Photo by Envoguephotography.ca

GDI Holds Lean Planning Event

By Lisa Wilson

On April 9, 2013 GDI hosted a ‘Lean’ event at our Saskatoon office. Lean is a planning process promoted by the Department of Advanced Education. It assists organizations to identify areas in which internal processes can be made more efficient.

The event was led by GDI Director Cory McDougall and focused on the Scholarship application process. The one-day session led to a number of clear action items that will make the process for scholarship applications, processing, and selection

more efficient and effective, for both the Institute and for clients/applicants. The targeted outcomes include an on-line application process integrated with a database that will allow the Scholarship Coordinator to generate reports required for the selection process and follow up. Applicants will benefit from the simplified, one-stop process that informs them of all the various scholarships they qualify for, eliminating guesswork and uncertainty.

The Lean planning process involves assessing the current state using relevant data and

workflow analysis to determine queues and bottlenecks, brainstorming root issues and causes, and determining improvement opportunities. The team then develops a future state design, prioritizing improvement solutions followed by an implementation and action plan. Regular reviews on progress are held.

For more information on Lean, please contact Cory McDougall at 306.242.6070 or cory.mcdougall@gdi.gdins.org. For information on GDI scholarships, please contact Amy Briley at 306.657.5719 or amy.briley@gdi.gdins.org.



Dwayne Docken, Employment Counsellor, GDIT&E

GDI Golf Tournament a Success

By James Oloo

The Gabriel Dumont Scholarship Foundation Second Annual Golf Tournament was a remarkable success. The event, held on May 31, 2013 at the Moonlake Golf and Country Club in Saskatoon,

raised around \$21,000 (surpassing our goal of \$20,000) which will be matched by the Provincial Government under the Advantage Scholarship Program. When matched, we will have an extra \$42,000 in

scholarship funds to support our students with. Many thanks to all Institute staff who volunteered to make this tournament successful. Also, congratulations to Liza Brown of SUNTEP PA for winning golf skill prize and a camera.



Josie Gibbon, Kyle Chriest (KPMG), Cory McDougall, and Sheldon Craig (Conexus) Photos by Gordon Holtslander



Employment Gap ... Continued from Page 2

I was never to be idle there. I received fair treatment, my contributions were acknowledged, and I was given good references.

Another job I had was low paying short-term position as a youth centre supervisor. Here too, although I knew it wasn't a career, I garnered many skills, creating a welcoming environment for the clients, remembering names, and developing my conversation skills. The youth coming there wanted to feel welcome, acknowledged, and significant. I also completed statistical sheets, monitored equipment use, and opened and locked the facility. These skills helped me in my future employment; so indeed, it too was a 'quality' job. I felt I had dignity with each of these jobs and I was making enough money to take care of myself, and my work was valued. Had I started either of these jobs with a sense of entitlement that I felt I was above doing such entry level work, I don't think I would have lasted long in either. I was given the opportunity to prove myself and to get references that enabled me to move into fields of education and employment that would be of greater fulfillment to me, and

which paid more. Note, I say 'paid more' last, because I believe in the adage that 'if you find a job you love, you'll never work a day in your life.'

So, to respond to the invitation, what have I decided? I have decided that a quality job means something else to me. I have decided that quality jobs and quantity of jobs are not mutually exclusive and that both types can contribute to a healthy economy. I have decided that despite what Saskatchewan in general is experiencing as an economic boom, many Métis have not benefitted from the boom. Garnering employability skills that get them into the workforce is laudable and once in those jobs, a Métis employee can take great pride in doing the best he or she can while at the same time determining if there are other available opportunities.

A representative workforce is one that reflects the general population by gender and ethnicity. Such a workforce calls on employees to learn about a career and find out what it will take to get the job they want, and then seek necessary help in acquiring the qualifications required for their 'dream job.' Education, training

and employment organizations like GDI also have a role in helping Métis become employable through education and training. The Institute does a good job of determining where the client 'is at' to ensure what is provided is the right fit in order for them to succeed. For some this is the ability to acquire entry level jobs even if their future goals require more education and training. For others, this may mean they are already able to take the levels of education and training that result in certificates, diplomas, or degrees; qualifications that often result in better paying jobs.

Saskatchewan's economic success requires people capable of working at all levels. The province's moral success requires a commitment to ensuring all citizens have the opportunity to receive the education and training needed by employers, in combination with the employer's commitment to ensuring their workforce is representative of the working-age population. It also requires that we see all workers as contributors to the quality of our province. That would be a delightful scenario for us Métis! 🌐

Report on Métis in the Mining Industry Released

By James Oloo

The Centre for the Study of Living Standards has released a report entitled 'Labour Market Prospects for the Métis in the Canadian Mining Industry.' The report was commissioned by the Métis National Council (MNC) to review the prospects for Métis employment in the mining industry, to determine potential barriers to Métis employment in the mining

industry, and to identify actions and strategies that the MNC and Métis Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders, such as GDI, should adopt to take advantage of and overcome obstacles to employment opportunities in the mining industry.

The 142-page report notes that the Métis population has unique demographic characteristics that could create competitive advantages for employment. It examines Métis participation in the mining industry and suggests strategies that could help the Métis maximize their opportunities in the sector. See the full report at <http://www.csls.ca/reports/csls2013-02.pdf> 🌐



GDI is compiling a list of Métis Veterans (see page 3)



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Success Story: George Gingras, BFA

By James Oloo and Sheena Yew

Every student's journey has a story: an idea that kicks off the exposition stage the moment the student first know about GDI. The characters and plot that drive the story forward. The action and detours as the journey takes shape. Then comes the climax, as the students walk the stage to receive their diploma amid ululation, ovation, and applause. One such story is that of a proud yet humble Métis man, new graduate of the U of S Bachelor of Fine Arts program, a new Administrative and Outreach Education Coordinator at the GDI Publishing, an artist who has donated artwork to GDI. George Gingras is grateful to GDI, GDIT&E Employment Counsellor Sheena Yew, and Métis people in general for helping attain his goal.

George first heard about GDI in family conversations. He then "started searching and came to GDI T&E."

George believes that self discipline is key to completing a student's journey. He states, "I had to constantly keep myself motivated, and endure sleepless nights trying to get papers done." He asserts, "I came to the brink of always being hungry, broke, and challenged by adversities and words, yet I knew I was going to be the first one in my family to graduate with a university degree."

The 36 year old father says that he could look at his son "and draw upon his strength and say to him 'I am doing this for you, son.'" Recounting the barriers he and other Métis people have endured, George notes that "I can't help but feel proud of what I've achieved and sad because we as Métis people endured those barriers for so long." He however notes that the systemic barriers can no longer deter Métis people, as "Times are changing, and Métis are being highly educated."

George enjoys his job at GDI Publishing. "I get to apply Aboriginal art and art history, and museumology knowledge in the work that I do." He states that "The best part is I have fun and learn new things."

George has planned out his future in the fine arts field. He has been accepted to the Master's of Fine Arts program at the Vermont College of Fine Arts in USA and is considering doing PhD after that. He says, having been inspired by the GDI Publishing online store, "I will be opening up an online store where I'll offer applied fine arts, prints, reproductions and original paintings, drawings and sculpture for sale." In highlighting his commitment to Métis, George says, "I keep hearing of this wonderful place called the 'Métis Center for Excellence.' Well I wish to be a part of that development."

George's secret for success is physical fitness. He believes that "When you develop your body you will develop your mind." For more information, please contact Sheena Yew at (306) 683-3634 or sheena.yew@gdite.gdins.org.



George Gingras
Photo Credited to Karon Shmon

Success Story: Melissa Laliberte, BA

By Peggy Chartier

Melissa Laliberte works at Northlands College, Buffalo Narrows as a Distance Education Tutor. She holds a Bachelor of Arts in Northern Studies from the U of S.

Melissa first heard about GDI through word of mouth and then when she met GDIT&E's Peggy Chartier.

For her first three years of university, Melissa had been on student loans. When she heard that GDIT&E could help her with funding during her fourth year of university studies, she decided to contact GDIT&E.

Melissa credits Peggy Chartier, her Employment Counsellor, with helping her complete the paper work and get GDIT&E funding.

Melissa is the first in her family to earn a university degree. Education has helped open many doors for her. In her current position as of Distance Education Tutor, Melissa is in charge of the university programs at Buffalo Narrows and helps tutor her students. She especially enjoys "working with the students, helping them, and encouraging them

to successfully complete their studies." Melissa has also ventured into business and is in the process of launching a car wash business in Buffalo Narrows. Her secret to success, "give it 100%!"

Melissa believes that it is very important to have a Métis organization like GDI to help Métis people. She suggests that financial assistance to Métis students "is very helpful and encourage Métis students to get education." For more information, please contact Peggy Chartier at peggy.chartier@gdite.gdins.org.



Melissa Laliberte
Photo Credited to M. Laliberte



Melissa Laliberte and her
Twin Sister
Photos Credited to M. Laliberte



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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
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