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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

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## GDI Apprenticeship Program Exceeds Targets

By James Oloo

GDI Training & Employment Inc. is one of the 79 holders of Aboriginal Skills and Partnership Fund (SPF) across Canada. SPF is a demand-driven, partnership-based program that funds projects contributing to skills training for Aboriginal workers leading to gainful employment. GDIT&E administers the fund in the form of Aboriginal Apprenticeship Initiative.

It seems like yesterday when the Aboriginal Apprenticeship Initiative was started at GDI. The goal was to increase Aboriginal participation in apprenticeship by at least 120, in 17 or more different designated trades in Saskatchewan, and at least 60 partnerships established with employers.

In 2011, a few employees including research coordinator and apprenticeship coordinator were hired to help meet the goals of the SPF. As the program begins to wind down, this article looks at key highlights in the journey as of November 2013.

Among the earlier actions taken was meeting with potential employers and clients. We held open houses across the province and placed ads in newspapers and social media sites. There was also open communication among GDIT&E staff who work in the program.

We then sent out satisfaction surveys to clients and employers. The surveys helped us get feedback from respondents on how to make the program more effective. We also used the surveys to prepare over ten reports to Service Canada. Five more reports are due by January 2014.

A total of 210 Aboriginal clients have been placed with employers since the program began. Most (93%) of the clients are male. Many others who had expressed interest in the program did not have the required qualification including high school diploma and so were not accepted into the program.

Our goal was to have these clients placed in at least 17 different trade areas. To date, we have met this goal. The top five most popular trades are carpenter, electrician, welder, plumber, and heavy duty mechanic. The five make up over 80 percent of our placements; while the bottom five, meat cutter, locksmith, sheet metal worker, industrial mechanic, and pipefitter account for four percent of the placements.

Clients who have worked for six months in a particular trade are indentured with the Saskatchewan Apprenticeship and Trades Certification Commission as

registered apprentices. Our target was 120 indentured clients by January 2014. To date, we have 125 indentured clients.

Our goal was to have at least 60 employer partnerships. As of November, we have signed 263 partnerships; this includes those who have offered employment to Aboriginal clients under the apprenticeship program and those who have expressed interest in doing so in the future. Most employers have stated that they find the partnership useful in meeting the goals of the program and that they are happy with the support they receive from GDIT&E. At the GDIT&E All Staff meeting in October, Patty Reinhardt, co-owner of Reinhardt Plumbing & Heating, a company that has employed three of our clients stated that, "One of the biggest challenges to small businesses today is attracting and retaining quality employees. GDI has enabled us to hire hardworking and dedicated apprentices, and helps us meet the cost of their wages."

Thus, GDI Aboriginal Apprenticeship Initiative has met and /or exceeded the targets laid out in the SPF agreement between Human Resources and Skills Development Canada (HRSDC) and GDI. Partly due to this success, the agreement was amended last month. GDI will now be getting more funding from HRSDC and is expected to have at least 140 indentured clients by March 31, 2014 – up from 120 indentured clients by January 31, 2014. 🌐



## Louis Riel Day Celebrations

By Karon Shmon and Russell Fayant



RCMP Chapel, Regina

The annual Louis Riel Day celebrations were held across Saskatchewan on November 16, 2013. In Saskatoon, the celebration was preceded by the opening of the GDI Gallery, Museum and Special Collections on Friday, November 15. The opening was held in two parts to accommodate the over 100 people who helped GDI celebrate this milestone.

Greetings from MN-S President Robert Doucette, Saskatchewan Minister of Advanced Education, Rob Norris, and famed Métis author, Elder and playwright, Maria Campbell, opened the event, which also included readings and remarks from authors Gregory Scofield, Sherry Farrell Racette, Guy Freedman, Maria Campbell, artist Christi Belcourt, and the Keeper of the Bell, Billyjo DeLaRonde.

The museum and gallery was open to the public on Louis Riel Day following an earlier gathering at the statue of Gabriel Dumont in Friendship

Park along the riverbank. On Sunday, November 17th, many of the same people who attended the earlier events gathered at Batoche National Historic Site where GDI, in partnership with Parks Canada, and Friends of Batoche, held a Louis Riel and Métis Veterans Honour Day highlighted by a procession to the 1885 Veterans monument for the laying of a wreath of remembrance by Elder and veteran Edwin St. Pierre, who was accompanied by Marie Antoinette, the Bell of Batoche. The gathering closed with refreshments, readings, and entertainment by Donny Parenteau.

In Regina, GDI helped organize a successful Louis Riel Day event. On November 16, members of the Regina Riel Métis Council participated in the fifth annual Louis Riel Vigil. The ceremony involved participants symbolically reclaiming Dewdney Avenue then being met at RCMP Depot Division by members

of the force. A short ceremony was then held at the actual site of Riel's execution followed by a remembrance celebration at the RCMP chapel.

It was the first time that the Louis Riel Day celebrations were held inside the RCMP Chapel. The Chapel is the oldest building in Regina dating from the earliest establishment of the North-West Mounted Police in 1883. It was built in Ontario and transported by flat-car, steamer and ox team to Regina. "The building holds a lot of significance to the RCMP and the City of Regina, so it was quite a privilege to be allowed to conduct our annual Louis Riel vigil inside," says Russell Fayant, a SUNTEP Regina faculty member and one of the event organizers.

After the ceremony, community members, SUNTEP Regina Elder Norma Welsh, students, as well as current and former staff members attended a community luncheon at the Indian Métis Christian Fellowship where they played Riel Memorial Jeopardy and visited with family and friends. 🌐



Métis veteran Edwin St. Pierre and GDI's David Morin led a procession in honour of Louis Riel and Métis Veterans

## IT Update

By Gareth Griffiths

### Website Redesign

We have made great strides on the website redesign project. The last month has been taken up with re-writing content to fit into the new streamlined, graphical look. We have amended or created at least 80 pages for the site, and uploaded 1200 high quality images. The new site will be launched in December.

### Online Payslips

The Online Payslip system is now available. Please note that from January 2014, paper payslips will no longer be used. You may access your

online payslips at <http://services.gdins.org>.

### Management Reporter

In conjunction with Finance, a project plan has been initiated to ensure financial information is available for Program Coordinators. Training will be held soon on how to access the information.

### SUNTEP Course Evaluation

We will be piloting an online SUNTEP Regina course evaluation in December. The results will be automatically sent to the web server and analyzed. More information will be sent out shortly.

### Learning Portal

We are testing a learning resource portal with the LPN program in Regina. Features being tested include access to instructor resources such as PowerPoint files, grade tracking, attendance, and scheduling.

### Northern Trip

Brody Parent and I took an IT support trip to Northern Saskatchewan and installed 13 computers in La Loche, Beauval, Île-à-la-Crosse, and Buffalo Narrows. The IT support office in Prince Albert has made it easier to serve the north. For any IT related issue, please contact [support@gdins.org](mailto:support@gdins.org) 🌐



Métis Elder and author Maria Campbell with the Bell of Batoche at the GDI Gallery, Saskatoon  
Photos by P. Beszterda



## Success Story: Lyndon MacDonald

By Peggy Chartier and James Oloo

Lyndon MacDonald comes from Buffalo Narrows where he finished Grade 12 in 2010. He sat down with GDIT&E's Peggy Chartier, his Employment Counselor, to talk about his experience.

Lyndon remembers a school trip that changed his life. When he was in Grade 12, the school guidance counselor took him on a tour of colleges in Meadow Lake. Perhaps he could be interested in college. Lyndon applied and got accepted to the process operator program.

He then visited GDIT&E to ask for funding to enable him start the two year program. GDI supported him and he graduated with a process operator ticket and a fourth

class power engineering certification.

Lyndon has always wanted to work in the mines. To achieve that goal, he needed a third class power engineering certification or better; so his fourth class fell short. "Once again I was knocking on GDI's door for financial assistance. Although I was deemed employable at this point, Peggy went to bat for me for more funding." GDI approved his funding for third class power engineering training.

But things got tougher and Lyndon contemplated quitting. He thanks Peggy, family and friends for his persistence. "My high school math teacher had moved to Saskatoon; so I went to Saskatoon every weekend and she tutored me in math."

It was around that time that Lyndon realized that he comes from a family of engineers. "My great grandfather was a power engineer on submarines in the war. My grandfather, my great uncle and his son were also power engineers." After this realization, Lyndon set a goal for himself, to "either meet or beat my grandfathers' third class ticket." With pride and deep gratitude to GDI, Lyndon declares that "today, I have met that goal and working towards beating it."

Lyndon currently works for Areva Resources as a third class power engineer. He says that without GDI, he would not have been able to get where he is now. "Thank you Peggy, GDI, and all Métis people who have supported me." 🌐



Lyndon MacDonald  
Photo courtesy of L. MacDonald

## Remembering Louis Riel and the Powley Case

By James Oloo

SUNTEP Regina faculty member Russell Fayant asserts that "Louis Riel, the great Métis leader and hero, was executed by the government of Canada for leading the Northwest Resistance in defense of Métis rights, culture, and way of life." Each year, the Métis from across the Homeland gather to remember Riel's sacrifice. Louis Riel Day is a time to acknowledge and appreciate the history, culture and identity of Métis people.

This year's Louis Riel Day was special in a number of ways. It marked 143 years since Riel negotiated the entry of Manitoba into Confederation in 1870, along with the protection of Métis land rights in s.31 of the Manitoba Act. In March 2013, the Supreme Court of Canada ruled that Canada failed to

implement S. 31 of the Manitoba Act 1870.

2013 marks the tenth anniversary of the *R. v. Powley* decision which laid out a set of criteria that define what might constitute a Métis right and who is entitled to those rights.

In 1993, Steve and Roddy Powley shot and killed a moose in Ontario. They did not have a license to hunt. So they were charged with unlawfully hunting moose in breach of the Game and Fish Act. The Powleys fought the charges arguing that, as Métis, they had a constitutional right to hunt for food. They were acquitted in 1998. Ontario appealed the ruling at the Ontario Superior Court of Justice. The Powleys won again. Ontario then appealed this loss to the

Ontario Court of Appeal. Once again, the Powleys won. Finally, Ontario appealed to the Supreme Court of Canada. In 2003, the Supreme Court ruled that as Métis people, the Powleys' right to hunt was protected by the Constitution. It ruled that Ontario must recognize the Métis as a nation with Aboriginal rights, including the right to hunt.

Even as the Métis celebrate such victories, the fight for their rights continues. In January 2013, the Federal Court ruled that Métis and non-status Indians in Canada are indeed "Indians" under the Constitution Act, and fall under federal jurisdiction. Last month, the Government of Canada asked the Federal Court of Appeal to overturn the historic ruling. And so the struggle goes on. As the Portuguese say, *aluta continua.* 🌐



The Bell of Batoche



L to R: Sherry Farrell Racette, BillyJo DeLaRonde, Christi Belcourt, and Maria Campbell  
Photos by P. Beszterda



## Online Social Media Use – Perils to be Aware of

By Jim Edmondson

Online social media is an effective way for communication in the 21st century and is used by millions to disseminate information and keep in touch with what is going on around us in this rapidly changing electronic age.

Gabriel Dumont Institute has been pro-active in its use of this fresh medium in our development of a GDI Facebook page and establishment of a Twitter account. As social media and other electronic data-sharing mediums permeate our society, the Institute's ability to distribute information to our staff, students and clients (both current and potential) and an ever widening expanse of recipients has raised concerns about the information that is delivered, and the best possible way to deal with information that could potentially be harmful to the Institute.

GDI cannot control the posts or comments of the general public, either positive or negative, but we do have some tools that allow us to influence the types of posts/messages that individuals in our employ display on their pages/sites or comments they make on social media forums.

It is an implied term of all contracts of employment that the employee will not do

anything that is prejudicial or likely to be prejudicial to the interests or the reputation of the employer. Consequently, any negative actions or activities of an employee outside the scope of employment can result in action being taken by the employer. Additionally, any comments, posts or other defamatory content on or in a social media forum that is accessible to the 'public' can be grounds for disciplinary action by the employer.

Although the principles governing employer's rights to discipline employees for off-duty conduct is well established, the application of these rights for online activities, such as publication of information on social networking sites or blogs is a fairly recent phenomenon.

The Canadian labour courts have asserted that although employees may argue that they thought their Facebook page was only accessible to their 'friends,' others including employers and the general public could be able to easily gain access to it and the information contained within. Courts have found that recklessly posting to Facebook 'friends' satisfies the requirements that the posts be to the 'public.' This finding goes beyond prior rulings that tended to focus on the number of

'friends' that the 'offending' employee had published to when determining if the post was 'public.'

With the explosion of social media, both in society and its utilization by business as a tool to reach a broader audience, there are an increasing number of cases of employees being disciplined for their postings on sites such as Facebook, LinkedIn, Twitter, etc. As these instances have increased so have the labour court decisions regarding what the parameters are for discipline.

The criteria regarding whether discipline is warranted include but are not limited to: 1) impairment of managements authority to manage by reason of insubordination (the employee critical of management); 2) damage to the corporate image or reputation (employee critical of the employer); 3) personal harassment or harassment of co-workers; 4) disruption to the work environment due to disputes between employees (one employee defaming another); 5) harm to the work environment (publishing material critical of co-worker); and 6) breach of confidentiality. 🌐

## Métis leader Guy Bouvier Passes Away

By James Oloo

We celebrate the life of Guy Bouvier. Guy was husband, father, grandfather, brother, mentor, friend, and well respected Métis leader. Guy was born in 1946 in Île-à-la-Crosse and died on November 7, 2013 in Meadow Lake. He is

survived by his wife Linda, two daughters Erin and Renee, three grandchildren, as well as many relatives, friends, colleagues. Guy's high level of integrity, sense of commitment, and humour will be truly missed by all who knew him.

Over the years, Guy served the Métis community of Saskatchewan in various capacities including as Acting President, and Vice President of the Métis Nation-Saskatchewan (MN-S).  
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Geordy McCaffrey, GDI Executive Director at the opening of the GDI Gallery, Museum and Special Collections, November 15, 2013



Donny Parenteau at the GDI Gallery, Museum, and Special Collections  
Photos by P. Beszterda



# Métis leader Guy Bouvier ... Continued from Page 4

Guy held numerous MN-S portfolios, including Minister of Finance, Minister of Tourism, Minister of Employment and Training, Minister of Economic Development, and Minister for the Pathways to Success Program. He also served as President of Meadow Lake Métis Local #31, Area Director for Western Region I, and represented the MN-S on the National Aboriginal Capital Corporation.

Because of his dedication, hard work, and passion for the wellbeing of the Métis, Guy sat on or chaired numerous boards, including the Saskatchewan Métis Economic Development Corporation, Clarence Campeau Development Fund, the Northwestern

Métis Employment Incorporated Management Board, Native Urban Housing Authority in Meadow Lake, and the Batoche National Historic Site of Canada Shared Management Board.

Guy was a person of excellence who had many achievements. As Acting President of the MN-S, he helped secure a \$500,000 in scholarship funds for Métis students studying in health-related fields. Guy was also involved in negotiating the first Métis specific Aboriginal Human Resources Development Agreement (AHRDA) on behalf of the five Western provinces. Further, Guy was instrumental in forming the Northwest Friendship Centre in Meadow Lake and in bringing Legal Aid to the community.

At a gathering at Kinsmen Park in Prince Albert on Sunday August 11, 2013 – three months before he passed - Guy stated that he would like a better future for the younger generation of Métis people: “I’m just about done with life, but they are just starting out in life and I want to make sure that they understand who they are, that there is a nation out there they can depend on and be proud of...”

In recognition of his service to the Métis of Canada, Guy was inducted into the Order of Gabriel Dumont in 2010 during GDI 30<sup>th</sup> anniversary celebrations. He was also a recipient of the Métis Employment and Training Lifetime Achievement Award. On behalf of GDI, we express our sincere condolences to Guy’s family and friends. 🌐



Guy Bouvier, 1946-2013  
Photo courtesy of  
Metis Nation-Saskatchewan

## Payroll Cutoff Calendar, December 2013

By Carmala Thiessen and Veronica Buschnyski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
	Cutoff @ 4:30 for Dec 13 Student Payroll			Accounts Payable Cheque Run	Cutoff @ 4:30 for A/c Payable Invoices	
8	9	10	11	12	13	14
	Cutoff @ 4:30 for Timesheet & Payroll Revisions for Dec 13 Payday	Cutoff @ 3:00 for Stop Payments on Student Dec 13 Direct Deposits		Accounts Payable Cheque Run	<b>Staff Payday</b> Cutoff @ 4:30 for A/c Payable Invoices <b>Student Payday</b>	
15	16	17	18	19	20	21
	Cutoff @ 4:30 for Dec 27 Student Payroll Cutoff @ for TMS & Payroll Revisions for Dec 31 Payday	Cutoff @ 4:30 for Accounts Payable Invoices	Accounts Payable Cheque Run		Cutoff @ 3:00 for Stop Payments on Student Dec 27 Direct Deposits	
22	23	24	25	26	27	28
		<b>Christmas Break</b>			<b>Christmas Break</b> <b>Student Payday</b>	
29	30	31				
	<b>Christmas Break</b>	<b>Christmas Break</b> <b>Staff Payday</b>				

Employee contracts due prior to payroll cutoff date.



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Back issues of this newsletter  
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[www.metismuseum.ca/browse/  
index.php/833](http://www.metismuseum.ca/browse/index.php/833)

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**GABRIEL DUMONT INSTITUTE**  
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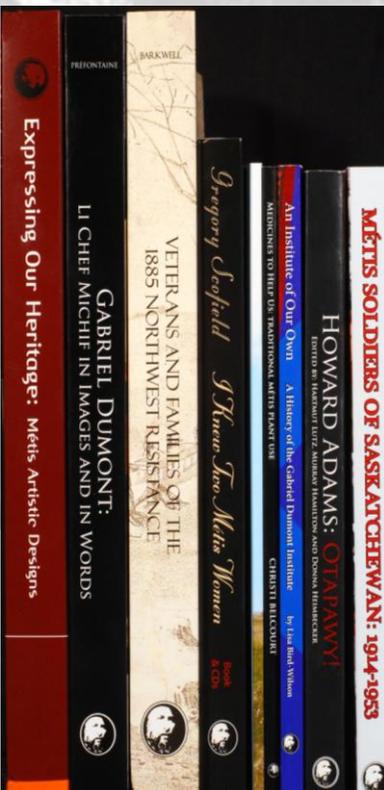
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#### GDI Mission:

*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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