



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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K. Shmon Nominated for Women of Distinction Award

By James Oloo

The 2015 YWCA Women of Distinction Awards nominees were recently announced. The Awards are a celebration of the best in women's achievements and contributions to make Saskatoon a better place. While all the nominees are an inspiration, one particular name stood out. Karon Shmon.

It isn't just that Karon is Métis and serves as the Director of GDI Publishing, or that she is an award-winning educator. She is that and more. A holder of Bachelor of Arts and Bachelor of Education degrees, Karon has worked as a school teacher, Faculty member of the Saskatchewan Urban Native Teacher Education Program (SUNTEP), Aboriginal Education Consultant, Executive Director of GDI, and Program Manager at Leadership Saskatchewan.

Under Karon's leadership, GDI Publishing has received over 25 publishing and book awards. Her contributions to the well-being of the Métis are numerous. She co-wrote the lyrics of 'Proud to be Métis,' Métis National anthem. In 2011, Karon secured the donation of the Fisher Collection to the Institute. The Collection includes hundreds of artefacts from the 1885 Northwest Resistance and the Batoche battlefield. She has served in a number of

committees and boards where she has represented the interests of Aboriginal peoples. These include the Ministry of Education Curriculum and Instruction Advisory Committee, Race Relations Committee in Prince Albert, and the Professional Issues Advisory Committee, Saskatchewan Teachers Federation (STF). A Past President of the STF Special Subject Council, AWASIS, Karon's interest in education and empowerment of Aboriginal peoples has enabled her to touch the lives of many.

Karon told me, "It is humbling to even be nominated. I feel very fortunate to have my paid work also be my life's dream." She continued, "I have felt the support and assistance from others all along the way, as I have been encouraged by many, helped by many, and had others who have removed obstacles or lit the path. I owe a wealth of gratitude to each of them."

When she was a student at the University of Saskatchewan, "Clarence Trotchie, then the Area Director, would call me and say, "I want you to come to a meeting to show our people that we are getting educated." As a shy freshman, I would go and when he'd introduce us and

say "these are our leaders of the future" I would be flabbergasted and think, "We are?" As I began my career and was asked to take on various tasks, I would say to myself, "Mr. Trotchie thinks I am a leader. Maybe I can do this." That kind of confidence, combined with the hope and promise I saw in my parents' eyes, sustained me at each turn."

But Karon's achievements have not been without challenges. Yet she maintains that she is a better person because of the challenges. "Even the adversity I have faced has forced me to be more creative, more resourceful, and more resilient."

Last year, GDI Training and Employment Director Lisa Wilson won the YMCA Women of Distinction Award in the Arts, Culture, and Heritage Category. Lisa noted that (this year's award nominee) "Karon's professional background as an educator combined with her cultural strength and understanding, equals a powerful leader in the field of Métis education ... Karon's contributions to the education community span her entire career and exemplify her tenacious interest in issues of Aboriginal education and education equity." The 2015 Women of Distinction Awards recipients will be announced on Thursday, May 28.



Solid Foundation: Scaffolding Pre-Employment Prog

By Daniel A. Downs



DTI students Joshua Durocher and Betsy Guetre

In education, scaffolding refers to a variety of instructional techniques used to move students progressively toward stronger understanding and, ultimately, greater independence in the learning process. Like physical scaffolding, the supportive strategies put in place by staff are incrementally removed when they are no longer needed, and the instructor gradually shifts the responsibility over the learning process to the student.

It has long been a philosophy of the learning process that a strong foundation allows for strong academic achievement, and that in order to build capacity in students; helping them to elevate their academic and workplace skills, one needs to have a solid foundation on which to build these skills. With the current Dumont Technical Institute Scaffolding Pre-Employment program, this could not be more true. For this program however, it is the students that are learning to build a foundation for others; elevating colleagues, providing a platform for success and safety, and ensuring that those around them are free to work safely, supported, and

grounded by a secure foundation.

Commencing March 16, 2015 and completing May 8, 2015, the DTI eight-week Scaffolding Pre-Employment program was funded through the Aboriginal Apprenticeship Initiative (Saskatchewan Apprenticeship and Trade Certification Commission) with the support of GDIT&E and the Prairie Arctic Trades Training Centre. This program aims to prepare for work individuals interested in a career in the trades, through a theory and hands-on approach to learning. Students were provided with the foundational skills necessary for entry into the trades, with a specialty in the field of scaffolding. Alongside their training, students are taking part in community-based work programs, erecting scaffolding on actual jobsites within Saskatoon.

Many people do not realize that scaffolding is a trade; a very in demand trade. With safety being paramount at every jobsite in Saskatchewan, gone are the days of rigging up a couple of ladders, throwing a 2 x 12

board in-between, and hoping for the best. Students are taught to consider every avenue possible in making safe jobsite decisions, being aware of their surroundings, and always remembering that what they are doing is preventing hazards and eliminating dangers for all workers. What makes this program unique is the versatility required by students in the design of their scaffolding systems. Students are required to think three dimensionally as they work, putting together a massive jigsaw puzzle unique to every jobsite and situation.

Working at height, on the outside and inside of structures, is just a part of the job that DTI's Scaffolding students are now embarking on. The next time you are walking near a construction site and see some scaffolding on the outside, take a moment to think of our students. Much like GDI creates an avenue for success in learners and clients, so do our students in providing a safety net, a secure foundation, and an avenue for success for all others that come after them.



Benefits of Being Organized

By Jim Edmondson

I have been coaching individual employees on the value of organizational skills because I see the importance of being well organized in every aspect of work and home life. Have you ever been so busy that you were barely able to function and asked yourself "What can I do to fix this?" One step is to become better organized. This will also have numerous other benefits.

Below are some of the key benefits to being better organized:

Focus

Having good organizational skills will enable you to focus more on what you want to achieve, both at work and in your home life. This will allow you to make better decisions as you visualize where you are and want to go.

Increased productivity

You will be able to be more productive in your job and will possibly realize career advancement quicker. By reducing the time and mental resources you expend/waste, you will have exponentially more time for the important stuff. Organized people are often twice as productive as un-organized people.

Continued on Page 4



Betsy Guetre and Joshua Durocher
Photos by Daniel A. Downs



Fourth Annual GDI Golf Tournament

By Laurie Bouvier

So it's that time of year again! Better pull out those clubs, shine the shoes and hit the driving range to rid those kinks that develop over the winter. The annual Gabriel Dumont Scholarship Foundation (GDSF) Golf Tournament is set for May 29th at Moon Lake Golf & Country Club.

A full day of golf, banquet, prizes and fun will allow the Scholarship Foundation to showcase some of our recipients, fundraise money and socialize with community partners that all help sustain our Foundation. All funds raised will be matched by the

Saskatchewan Innovation and Opportunity Fund, therefore please expect to pick up 50/50's, prize tickets and other fundraising opportunities that promote our fundraiser!

The inaugural GDSF Golf Tournament held in May 2012 raised about \$20,000. The Second Annual GDSF Golf Tournament in 2013 raised just over \$21,000, and last year, we raised \$32,036. All the monies are matched by the Provincial Government's Saskatchewan Innovation and Opportunity Fund.

In 2012-2013, GDSF awarded the largest amount of scholarships to the biggest

number of Métis students in the history of GDI. That record was broken last year when the Institute awarded 322 scholarships worth over \$223,000. To date, GDSF has awarded 2,490 scholarships worth over \$1,470,075 to Métis students.

With your supervisor's approval, staff members will receive a day of golf with supper for \$82. If golf isn't your thing, but still want to come out and join us, supper only tickets are available for \$25. Please visit our website at www.gdins.org and look under Student Services to find our online golf registration form. We look forward to seeing everyone out there! 🌐

IT Update

By Gareth Griffiths

IT Support System

In March 2015, 61 new Work Orders were received into Track-IT. Of these, 56 are now closed (91% completion rate). Overall, we closed 47 Work Orders during the month. There are currently 26 open Work Orders. Don't forget to email support@gdins.org for any IT-related questions. In the event that an email cannot be sent for any reason, you can also call any member of the IT Team, who will log the support Work Order for you.

one. Please refer to the links at the bottom of the emails received to request status updates, or to add information to an open Work Order.

Social Media

We have just launched a new Facebook Page for the GDI Libraries. The location is here: <https://www.facebook.com/gdilibrary>. In its first month of operation, we are already over 50 likes. This will be used to announce library specific information such as resource information, changes to opening hours, etc.

Scholarships Update

May 1st is the application deadline for GDI scholarships. Please ensure anyone that wants to apply is aware of this. Some things to consider in the application process: 1) Ensure all files are less than 5MB in size; 2) Valid file types are jpg, pdf, png, gif, doc, docx, txt, rtf and, odf. Any other file type will Cause an error. 3) Recently, we

experienced issues with a 500 page essay. We are working on this, but if a '404 error' is displayed, press the back button, attach the files to upload again and just type 'Will send separately' in the essay field (don't forget to send the essay to scholarships@gdi.gdins.org). Any problems should be forwarded to the scholarship or support addresses and we will resolve them.

Phishing/Virus

Please be vigilant on all emails received. Be wary of emails asking for account or password information (phishing attacks). Some of the recent ones received include mailbox storage limit warnings and a tax refund notice. The safest way to deal with a suspicious email is to delete it.

Closing Thoughts

Beethoven used the # in front of everything way before Twitter was around #sharpnothashtag.



Karon Shmon,
GDI Publishing Director
and 2015 nominee for the YMCA
Women of Distinction Awards
(Education Award)

"Even the adversity I have faced has forced me to be more creative, more resourceful, and more resilient."
- Karon Shmon

"Karon's contributions to the education community span her entire career and exemplify her tenacious interest in issues of Aboriginal education and education equity."
- Lisa Wilson, Director
GDI Training & Employment



Education Award
Recognize exceptional educators in schools, institutions, or community programs who are role models in their profession and community involvement.
Sponsor: CAMECO CORPORATION



Photos courtesy of K. Shmon

Congratulations and very best wishes Karon



Benefits of Being Organized ... *Continued from Page 2*

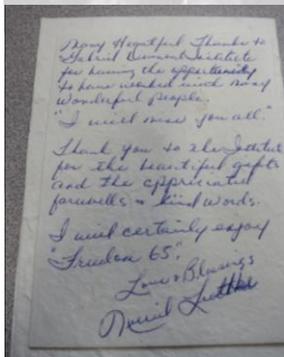
The Saskatoon DTI ABE students do invite GDI staff and their families to a *Steak Night Grad Fundraiser* on Friday, May 1 at the Coachman Restaurant, (Market Mall) Tickets are \$20.00 from Tracy LaPrise Phone: (306) 659.1067 Tracy.laprise@dti.gdins.org

And the 2015 Saskatoon Book Award goes to ...

Ken Caron & Angela Caron For their book *Manny's Memories*, (Illustrated by Donna Lee Dumont & published by the GDI Publishing). Angela is a SUNTEP Graduate. Congratulations Angie!



A beautiful handmade card from the recently retired GDI staff Luther Muriel to the Institute staff to express her gratitude.



Photos by James Oloo

Better time management

By organizing or prioritizing what you do you can better ensure that the tasks that are crucial get more priority. It's really simple; if you are more productive you get more done and therefore have more time.

Reduced stress levels

An employee who is organized is likely to have less clutter in their workspace as well as reduced stress levels. With your daily and upcoming tasks prioritized and your workspace organized you will be able to meet deadlines and expectations which will dramatically reduce workplace stress. How can we not love our lives when we are happy, successful and without stress!

Better work-life balance

Many of us get so wrapped up in our jobs that we lose sight of the work-life balance and our families pay the cost. Being better organized in our jobs and our home lives can provide us the ability to check each at the

door when it's time for work or time to go home.

Setting and achieving goals

Being organized and efficient will allow you to do more of what you want and what is important. Goal achievement, in your job and in your personal life is extremely gratifying and gives a sense of accomplishment that cannot be valued.

Positive image

As professionals, we are often judged by our demeanor, appearance and the state of our workspace. Organization of our work and overall lives will enable you to portray the strong, true professional that you are and gain the respect you deserve.

Increased flexibility

In business, as in our daily lives, the ability to adapt to situations rapidly and be flexible is valuable. When you are organized and have things in priority order, you can react quicker and come up with a creative solution.

Increased enthusiasm

It is draining to continually wade through the same disorganized information on your desk, on your computer or in your head. Organization creates clarity which can provide us with enthusiasm and energy.

Freedom from chaos

Everyone has a bit of chaos in their lives: trying to juggle the kids schedules, Christmas shopping, that deadline at work, or traffic. But it's how well we manage to muddle through it when that chaos all seems to occur at the same time! Being better organized can be a valuable resource/tool that helps us navigate our way through it.

Getting organized is a choice. By choosing to make a conscious effort to get organized you will realize immense benefits in every aspect of your life, both personal and professional.



Federal Finance Minister Announces 2015 Budget

By James Oloo

On April 21, 2015, Finance Minister Joe Oliver presented the 2015 budget in Ottawa. Reaction was mixed. The Mining Association of Canada, for example, praised the budget. Former Prime Minister Paul Martin noted that the "budget has virtually nothing in it for Aboriginal Canadians," while Professor Wab Kinew asserted that the budget allocated more funds for Canada's 150th birthday (\$210 million) than for Aboriginal education (\$200 million). So, does the budget have anything for GDI or the Métis?

A key allocation in the budget was \$215 million over five years

to the Skills and Partnership Fund (SPF), which provides skills development and training for Aboriginal peoples, in partnership with businesses and provinces. GDI Aboriginal Apprenticeship Initiative, 2011-2014, was funded by SPF. So this is a commendable decision by the government. SPF will complement the \$350 million provided annually for the Aboriginal Skills and Employment Training Strategy (ASETS). GDI Training and Employment is the Métis ASETS agreement holder for Saskatchewan.

The budget had a one-time investment of \$65 to businesses to enable them to work with

post-secondary institutions to better align curricula with the needs of employers. GDI can potentially benefit from this funding through partnerships with businesses.

Although not a direct funding to our work at GDI, the \$1 million over five years to promote the adoption of the Blue Seal Certification program across Canada will benefit clients of the GDI Aboriginal Apprenticeship Project who proceed to Blue Seal certification upon earning their journey person status. For more information, please visit

<http://www.budget.gc.ca> 



GDI Prince Albert Centre Redevelopment Completed

By Greg MacLeod and James Oloo

Over the years, GDI has operated from two locations in Prince Albert, 48 – 12th Street East and 1308 B – 1st Avenue East. However, under the changes being implemented by the Institute leadership, which has led to purchase of a larger building in Regina, and renovations and expansion in Saskatoon and across the province, significant changes have been taking place at the Prince Albert Centre.

In March 2015, the 1308 B – 1st Avenue East offices were closed and the operation was moved to the newly renovated 48 – 12th Street East Centre. The well-planned and effective expansion has not only led to modernization of GDI

facilities and enhancement of student experience in a friendly and culturally affirming environment, but it has been done without having to take a large mortgage debt. Below is a summary of events leading up to the consolidation of the Institute operations from two to one centre in Prince Albert.

In the summer of 2014, a proposal was made to alter the basement area of the 48 – 12th Street East to include a new library, resource space, and to host the GDI Training and Employment which was hitherto located at 1308 B – 1st Avenue East. After reviewing various layout proposals, the Institute engaged Prince Albert-based Moore Architecture Consulting Group.

In fall 2014, the GDI Board of Directors approved the proposed development and the budget to complete the project. In December 2014, the City of Prince Albert issued a permit and the Library was relocated to an interim facility. Work started.

In March, all work had been completed. These include new GDI Training and Employment offices, conference and coffee rooms, and the new library and resource space. The final inspection by the City was also completed in March. Feedback by students, staff, and the community in general has been very positive. 🌟



Before and after ... GDI Library, Prince Albert



Photos by Greg MacLeod

Payroll Cutoff Calendar – May 2015

By Carmala Thiessen and Veronica Verzonowski

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



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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)

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@gdins_org



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of Native Studies and Applied Research

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GDI Publishing Saskatoon

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Fax: (306) 244-0252

GDI Finance and Operations

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Room 227 College West
University of Regina
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GDI Training and Employment Central Office

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Saskatoon, SK S7M 0R9
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Fax: (306) 683-3508

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

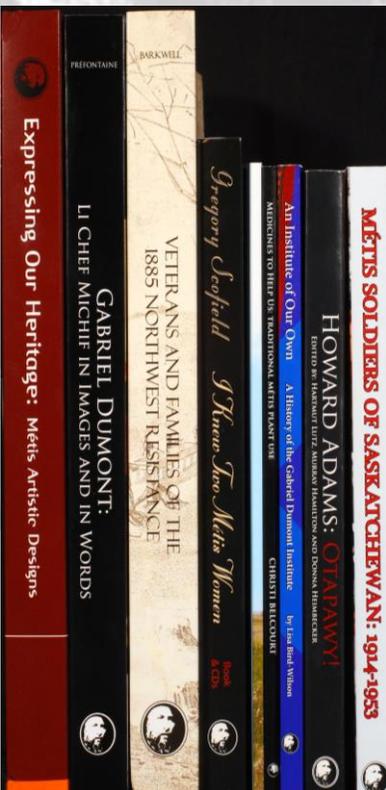
GDI Library Regina

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