

February 2016

Volume 10, Issue 2

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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## Joint DTI-GDIT&E All-Staff Conference a Success

By Jim Edmondson

The 2016 Joint Dumont Technical Institute-Gabriel Dumont Institute Training and Employment All Staff Conference was held at Elk Ridge Resort in Waskesiu Saskatchewan from February 22 to 24. It was the first time in recent years that a joint meeting of staff from the two Gabriel Dumont Institute companies took place.

The conference kicked off with an opening prayer by Gabriel Dumont Institute Training and Employment Manager of Employment Services Max Morin, followed by a welcome message by Executive Director Geordy McCaffrey. Dumont Technical Institute Director Brett Vandale, and Gabriel Dumont Institute Training and Employment Director Lisa Wilson provided an overview of their respective companies.

The conference attendees also heard updates on other programs and services offered by the Institute. Saskatchewan Urban Native Teacher Education Program Saskatoon Program Coordinator Murray Hamilton provided information and update on four-year teacher education program. The Director of award-winning Gabriel Dumont Institute Publishing Department Karon Shmon provided an overview of the Publishing Department's activities,

including its recent publications. As well, Michael Relland presented on Gabriel Dumont College, while Marilyn Belhumeur joined the conference via Skype and provided an overview and update of the activities of the Gabriel Dumont Library.

Jim Edmondson and Greg McLeod provided an update on the Institute Emergency Disaster Plan, which is currently under development. Jim, the Human Resources Director, noted that, "Emergency situations occur more often than we think." Greg pointed out that, "We want to ensure that everyone in our facilities is safe if an emergency situation arises."

A 'Future Programming' session led by Daniel Downs, Lisa Wilson, and Kristi Ross provided very useful information about the near term future of Institute programs and services. Daniel's presentation focused on the Dumont Technical Institute safety ticket programs. Lisa Wilson discussed the most recent information about the federal Aboriginal Skills and Employment Training Strategy; while Kristi Ross talked about the Institute testing services, including Accuplacer, and General Educational Development.

Scholarships update, presented by Scholarship Coordinator Amy Briley, provided useful information and elicited lively discussions. Amy stated that the Institute has given scholarships to over 3,000 Métis students.

John Lagimodiere of Eagle Feather News gave a very informative Métis awareness presentation. James Mitchell, a Saskatoon-based consultant, facilitated a conflict resolution workshop which presented hands-on strategies for resolving conflicts at work. The topic seems to be important given that a December 2013 Communicator article by Jim Edmondson titled 'Tips for Resolving Conflict in the Workplace' received numerous comments.

There were also breakout sessions covering such topics as Adult Education Principles (led by Pat Duggleby), Non-Funded Clients, and Criminal Record (led by Audrey Hestand and Jacqueline Halliday), and Gabriel Dumont Institute Training and Employment Service Standards Exercise (led by Audrey Hestand).

Jim Edmondson, together with Brett Vandale, and Lisa Wilson presented service awards to Dumont Technical Institute, and Gabriel Dumont Institute Training and Employment employees.

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Gabriel Dumont Institute  
Annual General Meeting  
February 13, 2016

## Métis Hospitality at a Regina Career Fair

By Darcie DeBruyne

Although the Business Section of the newspapers has recently featured articles on effects of the falling oil prices, and our students are still looking forward to their Spring Break, Career Fair season is upon us.

Career fairs provide a convenient opportunity to meet with a number of organizations that are recruiting for new employees. It is a way to network and establish partnerships with employers and service providers; and offers a space to meet individuals considering

educational or career opportunities. For Gabriel Dumont Institute, career fairs also enable us to participate in our communities.

On February 11, 2016, staff from Dumont Technical Institute, and Gabriel Dumont Institute Training and Employment in Regina participated at a cultural awareness career fair at the Regina Food Bank. To help promote the Institute, as a Métis-owned organization, as well as our Métis heritage, Shanna Morrison and I made

and served hamburger soup and deep fried bannock.

Our booth was busy as we greeted attendees with a bowl of hot hamburger soup, a piece of deep fried bannock, and information on programs and services offered by Dumont Technical Institute and Gabriel Dumont Institute Training and Employment. It was a great event that was well received, and Métis hospitality was acknowledge and appreciated. We are looking forward to the next time we are able to do this again. 🌐



Executive Director Geordy McCaffrey discussing the state of the Institute.

## DTI Program Changes Producing Positive Results

By Janice DePeel

As the Skills Training and Adult Basic Education (ABE) arm of Gabriel Dumont Institute, Dumont Technical Institute has always put the interests of our learners first. One of the ways we have attempted to do this in Prince Albert's ABE Level 4 Program is by identifying obstacles that keep the students from attaining academic success, and then incorporating strategies that will enable each student to overcome the obstacles.

This year, we are offering ABE 30 classes in a trimester rather than a two semester system. The goal is to provide learners with an opportunity to earn the Level 30 credits they require to graduate, while still giving them the quality of education they would expect to receive from any Dumont Technical Institute program.

Our first trimester ran from September to November. During this time, learners were able to build their Math skills under the new Math Bridging program. They also took

English Language Arts A30, and Visual Arts 30. Usually, our program would have offered Math Foundations 30 instead of Math Bridging, and the semester would have concluded at the end of January. However, with the new trimester system, learners still receive the hours of teaching time they require, but at a much faster pace. This, and other changes we have recently implemented, is based on the Dumont Technical Institute continuous improvement policy that has been helpful in our quest to refine the way we deliver our programs to make them as effective and efficient as possible.

Feedback from learners has been mixed with some saying they love how quickly they are able to earn their credits and how busy they are all the time. Others feel rushed and experience burnout by the end of the semester. Although both sides have valid points, the success of our first semester is hard to deny. For the first time,

all of our English Language Arts A30 learners were successful. The Visual Arts 30 program had similar success, and all the learners completed the Math Bridging program as well.

Attendance in the Level 4 program was strong and we saw more learners stay in the program to the end of the semester, rather than leave for personal or employment reasons. These are encouraging signs to the success of using a trimester system although we know the only way to fully measure what we have accomplished is to compare the rate of success from former years to this year, and at least one more academic year, using the trimester system. As we end the second semester of the triad, it will be interesting to see the successes our learners experience in Math Foundations 30, and Native Studies 30. We aim to enhance the success of our learners within the Level 4 program, and we appreciate the overwhelmingly warm response they have graciously shown to us. 🌐



Vice Chair Glenn Lafleur addressing a packed room at GDI Building, Prince Albert

Photos by James Oloo



## GDI Training & Employment Represented at a Career Fair

By Tammy Cummins

Research shows that participation in career fairs enables employers and educational institutions to develop strong brand awareness among job seekers, students, and even other employers and institutions. On February 10, 2016, Kerri McKay and I represented Gabriel Dumont Institute Training and Employment Prince Albert at the annual Saskatchewan Polytechnic Career Fair. Over 50 companies from diverse industries, including forestry, mining, health, and trades, participated at the career fair.

The Gabriel Dumont Institute booth was extremely busy with current clients, past clients, and soon-to-be clients asking about program services and funding to attend post-secondary education. There were a few individuals who stopped by to say that Gabriel Dumont Institute Training and Employment was instrumental in helping them to achieve their educational, training, or career goals. They included a past client and graduate of

Saskatchewan Polytechnic, who is currently employed at the Aboriginal Activity Centre assisting Aboriginal students to reach their goals.

Another Gabriel Dumont Institute Training and Employment client thanked the Institute for funding and career counselling, and pointed to a picture of her that was on one of the displays. She posed for photos beside the display, and was quite proud to see that she is a role model for other students.

A Saskatchewan Polytechnic representative stated that his son received a lot of assistance from Gabriel Dumont Institute Training and Employment. The son is a past client in the Institute's Wage Subsidy Program, and a graduate of the Heavy Equipment Truck and Transport Mechanic, offered in partnership between Gabriel Dumont Institute Training and Employment and the Saskatchewan Ministry of Highways. His picture was on the Ministry of Highways brochures (the booth next to us). The father beamed with pride on seeing his son's image on the brochures.

The wonderful thing about attending career fairs is not only providing information and having the opportunity to assist clients with achieving their education and career goals, but to also meet with past clients and celebrate their achievements. Career fairs also provide us with an opportunity to meet with potential clients who do not know about Gabriel Dumont Institute and the services we provide; and it is a good way to meet and network with other employers and service providers.

These are only a few of the success stories that show that Gabriel Dumont Institute Training and Employment programs are making a difference, and that with 'Pride, Perseverance and Possibilities,' nothing is unattainable. Gabriel Dumont Institute Training and Employment participates in many Career Fairs throughout the year and we look forward to meeting with community members, potential employers, as well as past, present, and future clients during 2016-2017.

Gabriel Dumont Institute  
Annual General Meeting  
February 13, 2016



GDI Publishing Director Karon Shmon



GDI Finance Director Cory McDougall



Craig Murray, Vice-President,  
Mining and Minerals  
Saskatchewan Research Council  
Photos by James Oloo

## Respect in the Workplace

By Jim Edmondson

Respect has gotten a lot of attention in all aspects of society, especially in the human resources community lately, as it relates to equity, fairness, and just getting along. Depending upon your experiences and perspective, respect means very different things to each of us. However, most of us would probably agree that a healthy level of respect, regardless

of what you perceive it to look like, is perhaps the most potent ingredient for workplace civility. This article examines tips for creating respect in the workplace in order to enhance relational empowerment at work.

Respect reaches much further than manners and compliance. It also plays a key role in recognition, engagement, and in creating a strong

organizational culture. Think about it. Recognition, at its core, is really just a form of respect. People who have been recognized tend to rise to that recognition, and strive in the future to be worthy of it. People who are not recognized for hard work tend to feel forgotten, unappreciated, and disrespected.

*Continued on Page 4.*



## DTI-GDIT&E All -Staff Conference ... *continued from Page 1*



GDI Human Resources  
Director Jim Edmondson

Emphasizing that “the strength of Gabriel Dumont Institute is our employees,” Jim said that to date, 51 employees have reached the milestone of working at the Institute for five years, 17 employees for 10 years, two for 20 years, and five for 25 years. He reminded the audience that several other skilled employees of Gabriel Dumont Institute have,

and continue to, work diligently with knowledge and enthusiasm.

Outdoor activities were also available. These included skating, curling, snow shoeing, and cross-country skiing. Entertainment was provided by Krystle Pederson, who also conducted jigging lessons,

and the father-son duo Phil and Dallas Boyer, who performed their signature fiddle music.

The conference was organized by a committee that included Dylan Pelletier, Talia Pfefferle, Chelsie Scragg, and Audrey Hestand. The committee did a commendable job and ensured that everything went well. 🌐

## Respect in the Workplace ... *continued from Page 3*

Ask anyone in your workplace how they would like to be treated by their supervisor and coworkers. They will likely top their list with dignity, and respect.

Respect is when you feel admiration and deep regard for an individual. You believe that the person is worthy of your regard and admiration because of the good qualities and capabilities that they bring to your workplace or life.

You can hear respect in a person's tone of voice, see it in their non-verbal communications, and in the words they use to address you. We judge respect by the way in which the organization, our bosses, and coworkers treat us. We see it in how the organization establishes new rules and policies, introduces new procedures, as well as in how they acknowledge, compensate, and reward us. We see the degree of that respect in how often they ask our opinion on something, run work changes that affect the job by you, and in the delegation of tasks. But, how can respect be demonstrated at work?

simple, yet powerful actions. These ideas will help you avoid needless, insensitive, unmeant disrespect, too.

Always treat other people with courtesy, politeness, and kindness. Listen to what others have to say before expressing your viewpoint. Never speak over, interrupt, or cut off another person when they are speaking.

Encourage coworkers to express opinions and ideas. Be receptive to using such ideas to change or improve work. However, should you do so, let the individuals know that you used their idea. You could also encourage the person with the idea to implement it.

Never insult people, name call, disparage, or put them or their ideas down. Similarly, it is unhelpful to constantly criticize others over little things, nor belittle, judge, demean, or patronize them. A series of seemingly trivial actions, added up over time, can constitute a bullying behaviour.

Be aware of your body language, the tone of your voice, and your demeanor and expression in all of your interactions at work. People, who are radar machines, are hearing what you are really

saying in addition to listening to your words.

Treat everyone the same, regardless of their race, religion, gender, size, or age. Implement policies and procedures consistently so people feel that they are treated fairly and equally. Treating people differently can constitute harassment or a hostile work environment.

Include all coworkers in meetings, discussions, training, and events, whenever possible. While not every person can participate in every activity, do not marginalize, exclude, or leave any one person out.

Praise more frequently than you criticize. Praise and recognition are an effective way to building a team environment. The golden rule to remember at the workplace should be: “Treat others as you would like to be treated.”

There are many other ways to demonstrate respect at work. These ideas will constitute a solid foundation for a respectful work environment, but your imagination and thoughtful consideration will bring you many more. 🌐



Dumont Technical Institute  
Director Brett Vandale (right)  
presenting a five-year Service  
Award to Program Coordinator  
Daniel Downs



Lauren Dhaliwal, Jennie  
Waldner, and Talia Pfefferle

Photos by James Oloo

### Demonstrating Respect

The list provided below will give you methods you can use to demonstrate respect through

# Aboriginal Storytelling Held at GDI Library

By Marilyn E. Belhumeur

As part of the annual Aboriginal Storytelling Month, the Gabriel Dumont Institute Library in Regina hosted storyteller/singer/songwriter Joseph Naytowhow on Tuesday, February 23, 2016. Joseph is Plains/Woodland Cree from the Sturgeon Lake First Nation in Saskatchewan.

Speaking at times in Cree, and at times in English, Joseph captivated his listeners with a lively Wesakaychak story. He finished with a song that had many in the audience, which included a Grade six class from Ethel Milliken School, as well as Saskatchewan Urban

Native Teacher Education Program (SUNTEP) Regina students and faculty, singing along with him.

Students and staff enjoyed bannock, juice, and conversation with Joseph after the session.

In Prince Albert, Gabriel Dumont Institute Library partnered with the Library Services for Saskatchewan Aboriginal Peoples to host Norman Fleury and Leah Dorion on February 25, 2016 at Shanigans Coffee and Dessert Bar. The Aboriginal Storytelling event was attended by about 45 people from

both our SUNTEP family and the general public, and was organized by Gabriel Dumont Institute Prince Albert Library Resource Facilitator Nicolle DeGagne, with the support of Liza Brown and Jed Huntley from the SUNTEP Culture Committee. Leah and Norman spoke to the audience about their work together, and Norman also spoke about his work to preserve the Michif language. Attendees also enjoyed the traditional Metis fiddle 'stylings' of SUNTEP student Adam Daignault.



Photo by Kim Kovacs

# Payroll Cutoff Calendar, March 2016

By Carmala Thiessen and Veronica Verzonowski

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

MRTS due by the 15th of every month, and Employee contracts are due prior to payroll cutoff datete.



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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!  
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**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research

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### GDI Finance and Operations

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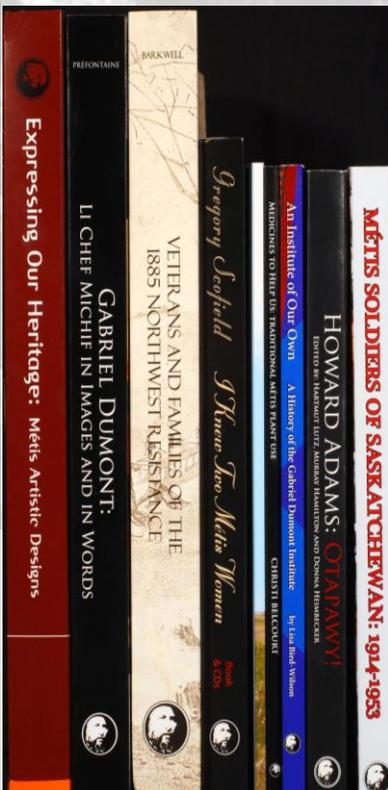
### GDI Library Regina

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

### GDI Library Prince Albert

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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