

April 2016

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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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Court Affirms Rights of Métis and Non-Status 'Indians'

By James Oloo

In 1999, Harry Daniels, Leah Gardner, Terry Joudrey, and Congress of Aboriginal Peoples went to court to seek three declarations in a case that has been commonly referred to as *Daniels v. Canada*. The declarations included: (1) that Métis and non-status Indians are "Indians" under s. 91(24) of the Constitution Act, 1867; (2) that the Government of Canada owes a fiduciary duty to Métis and non-status Indians; and (3) that Métis and non-status Indians have the right to be consulted and negotiated with.

On April 14, 2016, the Supreme Court of Canada announced its decision. Regarding declaration (1), the Court ruled that Métis and non-status Indians are "Indians" under s. 91(24). The court pointed out that "Indians" has long been used as a general term referring to all Indigenous peoples, including mixed-ancestry communities like the Métis." The Court noted that its decision "has the undeniably salutary benefit of ending a jurisdictional tug-of-war" which has rendered Métis and non-status Indians "in a jurisdictional wasteland with significant and obvious disadvantaging consequences."

The Supreme Court upheld the previous decision by the Federal Court of Appeal not to

grant declarations (2) and (3) because the two declarations are already established in case law.

The Supreme Court decision is regarded as a win, not just for the plaintiffs, but also for Métis and non-status Indians. Many people across the country have joined the Métis in celebrating the victory. Below is a brief timeline of the *Daniels v. Canada* case.

1999: Harry Daniels, Leah Gardner, Terry Joudrey, and the Congress of Aboriginal Peoples file suit against the Government of Canada for the court to determine which level of government, federal or provincial, has jurisdiction over Métis and non-status Indians.

2004: Harry Daniels, a former president of the Congress of Aboriginal Peoples, dies.

2005: Harry Daniels' son, Gabriel Daniels, is added as a party to the case.

2013: Federal Court Justice Michael Phelan rules that Métis and non-status Indians are "Indians" under the Constitution Act, 1867. The decision is hailed by many Canadians including Métis and non-status Indians. Justice Phelan, however, declines to rule that the Government of

Canada owes a fiduciary responsibility to Métis and non-status Indians; or that the Métis and non-status Indians have a right to be consulted by the federal government on their rights. Broadly defined, a fiduciary responsibility is a legal duty to act solely in another party's interests. Government of Canada appeals Justice Michael Phelan's decision.

2014: The Federal Court of Appeal upholds that portion of Justice Phelan's decision which held that the Métis were included in s. 91(24). However, the Court of Appeal rejects the reference to non-status Indians in Justice Phelan's ruling. Further, the court declines to find the fiduciary responsibility or a right to consultation. The Congress of Aboriginal Peoples appeals the decision to the Supreme Court. The Government of Canada cross-appeals the Federal Court of Appeal ruling.

2016: The Supreme Court of Canada rules, in a unanimous 9-0 decision, that Métis and non-status Indians are "Indians" under s. 91(24) of the Constitution Act, 1867, and that the Government of Canada's fiduciary responsibility to Métis and non-status Indians is well established under existing law.

[Read the full Supreme Court of Canada decision on *Daniels v. Canada* here.](#)



2016 SUNTEP GRAD
Graduation Ceremony

SUNTEP Prince Albert
May 20, 2016
EA Rawlinson Centre
142 12th Street West
Contact: Donna Biggins
Phone: (306) 922-4864

SUNTEP Saskatoon
May 7, 2016
Phone: (306) 975-7095

SUNTEP GRAD

Saturday, May 7th, 2016
TCU Place, Saskatoon

Social 5:30
Introduction of Graduates 6:15
Banquet 6:30

2016

Join us in celebrating the achievements of our 2016 graduates!

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Call (306) 975-7095

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Presenting **the graduates:**
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- Dalton Burzminski
- Hannah Haydt
- Taylor Pelletier
- Alicia Reiss Saworski
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The Dangers of Workplace Gossip

By Jim Edmondson

It seems so harmless. A little bit of chitchat at the water cooler about so and so, the debate over someone's relationship with someone else, the speculation about what is going on with someone. Is it innocent chitchat or is it gossip? How can you tell the difference, and who cares anyway? There is a very big difference, and it is an important one, because when gossip runs amok, it can be dangerous, and is often destructive in the workplace.

Gossip or idle chat

So how does one tell the

difference between idle chatter/conversation and gossip? While idle chatter and other light conversation can be value-neutral, gossip is often negative, inflammatory, and embarrassing to the person being spoken about. Here are some questions you should ask yourself that can help you determine if its chitchat or gossip.

Consider the impact of what is being said, does it cast negative aspersions? Does it create rifts? Does it take pride in the misfortune of others? Does it have a negative emotional charge? Does it

serve to perpetuate conflict or negativity? Is it hurtful or damaging? Is it something you would say in front of that person?

Technically, any sharing of trivial or unsubstantiated information can be considered gossip. But you have to consider the sentiment. For example, if it were rumored that a co-worker is being promoted, and you discuss it with another co-worker, is that gossip? If the discussion is hurtful, damaging, or negative, then yes, it is gossip. But if it's value neutral then it is not.

Continued on Page 3

Finance and Operations Department Update

By Cory McDougall

The Finance and Operations team has been busy working on some operational improvements to enhance efficiency and make information more accessible to field staff. Some of the latest updates are as follows: Who to Contact – we have sent out a listing of support staff to contact for almost all finance, IT and operations issues. This was done via mass email, and is also posted in the intranet "Forms" section.

The "Forms" section of the intranet has been updated. It now has all the forms you may need for your day-to-day

work. If there are forms you think should be included, please contact support@gdins.org.

A new facilities use policy and form has been developed. This has been included in the "Forms" update.

Management Reporter is now available exclusively through the intranet. We will be sending emails when new reports are published along with monthly tips for navigating the Management Reporter. Note that individual or group training is always available if you would like to know more.

Payments by Electronic Funds Transfer (EFT) have started and seem to be popular. Forms for staff and vendors have been added in the "Forms" update. As well, the Finance staff will be in contact with your office on a monthly basis to follow up on outstanding purchase order commitments.

If there are questions or suggestions on any of these items, please contact us at cory.mcdougall@gdi.gdins.org. If you are unsure how to access the intranet, please send an email to support@gdins.org. 

ABE Students Pay Tribute to La Loche

By Dylan Pelletier

Jeannie Murray, Adult Basic Education Level 3 instructor in La Loche, and Dylan Pelletier, a Program Coordinator at Dumont Technical Institute, asked Jeannie's students to write

about La Loche and their experiences in the community. Some of the student writings are presented below.

What I like about La Loche

By Ferris Lemaigre

I was eight years old when I first moved to La Loche. Compared to the city where I lived before, La Loche seemed like a bush.

Continued on Page 4.



Dangers of Workplace Gossip ... *Continued on Page 2.*

If the story is told with negativity and without good will, then it is gossip.

Gossip hurts

Gossip can have many adverse side effects on an organization. It can increase conflict and decrease morale among co-workers, and it results in strained relationships. Gossip breaks down the trust level within the group, which results in employees second-guessing each other and ultimately running to the supervisor to clarify the directions or instructions, or to settle the differences that will invariably arise. Gossip is the antidote to teamwork. It may result in the breaking up of a team into cliques, and employees refusing to work with others. Gossip results in supervisor spending an enormous amount of time trying to figure out who said what to whom. Or, the supervisor having to explain to the management that the ongoing conflicts and communication problems within the work group are the reason work does not get done. Productivity is lost, and often so are good employees who do not want to work in a toxic work environment.

Breaking the gossip cycle

Let us say you are not a gossip, you simply listen to your co-workers so as not to be rude. You have always been taught to be a good team player right? But here is the thing that most people do not realize—as a listener, you are a co-narrator to the gossip. In other words, the act of active listening actually supports and

promotes gossiping. The more you listen, the more you encourage it. If you don't listen, the gossip has nowhere to go. Think about the last time you told a story to someone who was clearly not interested, the story probably withered on the vine.

Below are some tips on how to get out of the gossip pipeline:

Be busy. Gossipmongers want attention. If you are preoccupied with your work, you cannot be available to listen to their latest story or rumor.

Do not participate. Walk away from the story. Do not give visual clues that you are interested in listening. If someone passes a juicy story on to you, please do not pass it any further. Take personal responsibility to act with integrity.

Turn it around by saying something positive. It is not nearly as much fun to spread negative news if it is spoiled by a complimentary phrase about the person being attacked.

Avoid the gossip. If you notice one person who consistently makes trouble, we have all encountered them; take the necessary actions to have as little interaction with that person as possible. Avoid him/her.

Keep your private life private. Do not trust personal information with co-workers. Remember, if they are gossiping about others, they will gossip about you, too. Do not give them ammunition.

Choose your friends wisely at work. You spend a good deal of time at work so it is natural for friendships to develop. Share information sparingly until you are sure that you have built up a level of trust. Also, close association with gossipers will give the perception that you are a gossip.

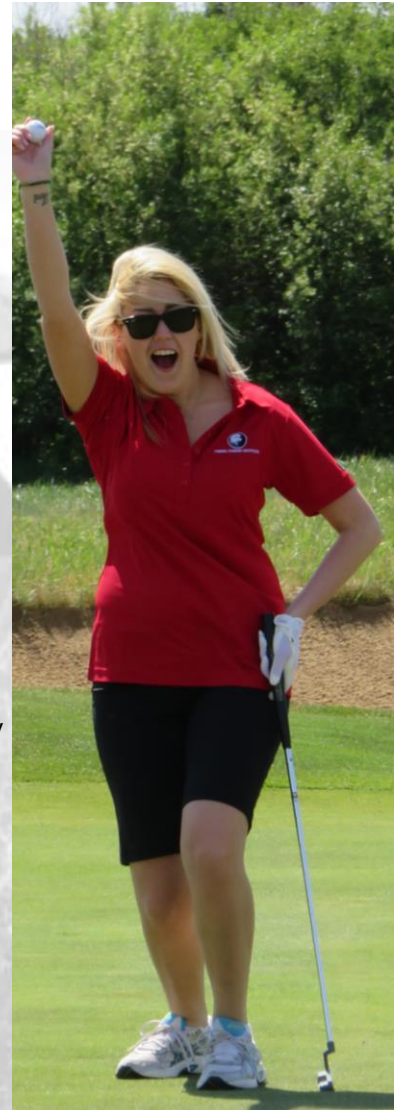
Be direct. If you confront the gossip and confidently tell them that such behavior is making it uncomfortable for you and other co-workers, it's likely to stop.

Don't be afraid to go to a supervisor. Gossiping wastes a lot of company time, and hurts workplace morale. Gabriel Dumont Institute is committed to a healthy work environment, and we value the opportunity to correct this type of situation, and to make each employee feel welcome and respected.

What if you're the victim?

If you are the target of gossip, you have some choices. You can ignore it and wait till the gossipers find a more intriguing subject; confront the source of the gossip; or make a report to a supervisor. Thankfully, gossip has a very short life span. Sometimes, the best thing to do is let it run its (hopefully) short course. Creating a stink sometimes causes more drama than just letting go. The course of action that you choose is up to you, and is determined somewhat on frequency and content of the gossip. The more insidious or hurtful the gossip, the more you should lean to the last two options. 🌐

**Gabriel Dumont Scholarship
Foundation Golf Tournament**
May 27, 2016
Moon Lake Golf & Country Club



Erin Miers
Administrative Assistant at
Dumont Technical Institute
Saskatoon at the 2015
Gabriel Dumont Scholarship Foundation
Golf Tournament
Photo by Bonnie Hryciuk

This year's Golf Tournament
will be held on May 27, 2016
at Moon Lake Golf & Country Club
905 Valley Road, Saskatoon
www.moonlakegolf.com



The Month of April in History

"Dumont Technical Institute came on board the Adult Basic Education redesign and renewal process early and insisted, right from the beginning, that this was the way things would be done. Dumont Technical Institute has been, and continues to be, proactive in its approach to delivering effective Adult Basic Education programs throughout the province. We think others can learn from Dumont Technical Institute's experiences."

- Pat Duggleby, Manager ABE Curriculum Renewal Saskatchewan Ministry of Advanced Education, Employment and Labour, April 8, 2009.

On April 14, 2010, Lisa Bird-Wilson, currently, the Director of Gabriel Dumont Institute Training and Employment, represented the Institute before the Standing Senate Committee on Social Affairs, Science and Technology in Ottawa. The Senate Committee was researching accessibility of post-secondary education in Canada.

In April 2011, the Gabriel Dumont Institute Finance and Operations announced that the Institute had finalized the purchase of a new building at 1001 22nd Street West in Saskatoon.

On April 20, 2012 Gabriel Dumont Institute Board of Governors passed a New policy on workplace violence. The policy states that the Institute is committed to providing a safe and healthy work and educational environment.

ABE Students Pay Tribute to La Loche ... *continued from Page 2*

I soon developed a fondness for the 'wilderness,' as we would call it as kids. I used to enjoy making forts and little fires with my little friends. I also enjoyed listening to the Elders, like my grandma, telling us stories of their life experiences. As well, I learned our culture and traditions, including beading, cooking, and trapping. To this day, I enjoy being out in nature and adore our beautiful land. I liked it when we go canoeing, boating, and going out further into the bush.

La Loche is great. So is Dene, our language is strong and widely spoken. The stories the folks tell about the olden days are interesting. Everyone should listen to them! The bushes, lakes, and the views are great here in the North. Come and see for yourself.

The Positives of La Loche

By Cindy Mercredi

My name is Cindy. I am a resident of the community of La Loche where I was born and raised. I lived with my grandparents until I was nine or ten years old, then I moved back with my parents. As I was growing up, I saw a lot of positive sides to La Loche. The people are always welcoming new people into our community and they help out anyway they can. This is why a lot of people from other places come to teach, work, and do business in our community.

Many people from other communities now call La Loche home. Several have married into our community and started their families here. I never heard of racism in our culture and traditional way of life here in La Loche. The people are always friendly with big smiles on their faces, and they will

greet you like saying "how are you," and "hello," every time they see someone walking. I hardly see the negative side of La Loche, except for alcohol and drug abuse that is destroying our people's lives.

There are also the gangs that are leading many young people astray. However, these problems are not unique to La Loche. Other communities face similar challenges. Otherwise, I love my community. I will stand strong for this community for it is the place I call home. It is La Loche.

We will never forget the incident on January 22, 2016. It is in our prayers. We forgive, and that makes us stronger. As a community, we try to see positive out of negative. Praying keeps us together, and increases our strength. We lean on each other though we cry through our grief.

Carrying on our Traditions

By Wanda Montgrand

After what happened in January, the community came together and everyone helped each other out by praying and this made us stronger. Our traditional lifestyle helps us get stronger too.

In this community, there are lots of people that go hunting. As I young girl, I would up North with my parents. Today, my parents take my children with them up North so they can learn how to snare rabbits, hunt and trap, and make dry fish and also dry meat. My parents take pride in what they do.

If we lose all the old people we well lose our culture. If we teach our children then the culture can be saved. The young generations will learn

and pass our traditions on to their children.

My Healing Journey

By Tina Toulejour

La Lache is my home. I was born and raised in the community. I have three kids; two attend Dene High School, and one goes to Ducharme Elementary. I am a student in the Dumont Technical Institute Adult Basic Education Level 3 program. Nothing has affected me more than the incident on January 22, 2016 at Dene High School.

I was very devastated at first when I heard about the incident, I couldn't think for a moment. I kept myself busy by working on my crafts, sewing, and beadwork. I've been spending a lot time with my children, especially the two teenagers, because they were in the building when the tragedy occurred. I try to ensure that they are well.

I want my children to feel they are loved and belong. I teach them the difference between what's right and wrong. We talk about how we can heal. We pray each night before bedtime. Family get together is one of the ways in which we are healing. I share stories about how I was raised in a loving, caring and welcoming home.

We are a strong community, and we have held onto our culture and traditions. We welcome everyone who comes to La Loche with a smile. There is a feeling of oneness in La Loche. We have strength, and together, we will recreate our town.

Continued on Page 5.



Tribute to La Loche ... Continued from Page 4

I Love La Loche

By Deanna J. Janvier

I was born and raised here in La Loche. It is a beautiful place to live and raise a family. La Loche has nice and kind-hearted people who will help each other in any way that they can.

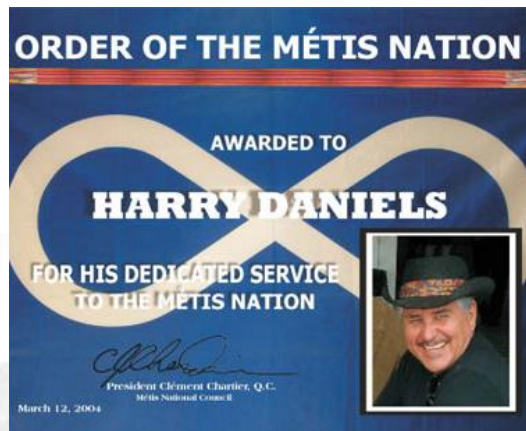
Many still live the traditional lifestyle. They go fishing, hunting and trapping; and gather to smoke fish in the summer. On warm summer evenings, they would get together and tell stories, and laugh and make jokes. Our Dene language is commonly spoken. It is a strong and powerful language that brings us

together and keeps us strong.

On January 22, 2016, there was a fatal shooting at the local high school that left four people dead and seven wounded. The community is still in shock. There are no words to describe the fatal incident, because this sort of thing does not happen in real life. It only happens in movies or video games.

There has been mixed emotions in the community: despair, shock, and anger. People were also scared and hurt all at the same time. The thought of helplessness and not knowing what is going to happen next occupy our

minds. There are no words to describe our feelings at this time. After the incident in January, some people are coping at their own pace and some were getting treatment from the facilities that the government provided us. However, deep inside, we know our community will never be the same as before. We look at each other in a different way now and some ask ourselves, why? Why our town? Why our people? There are no real answers for these questions. But, it is time. Time for healing. Time for change. Time to get stronger. La Loche is home, and there is no other place like home. I love La Loche. 🌍



Harry Daniels (1940-2004)
(See full story on Page 1)
Daniels rejected the notion of the two founding nations of Canada, being English and French.
In a 1978 submission to the Task Force on Canadian Unity, Daniels asserted that the Métis, by virtue of the actions of the Red River Government, were "the only charter group in Canada with a history of national political independence before joining confederation."
Photo courtesy of Métis National Council

Payroll Cutoff Calendar, May 2016

By Carmala Thiessen and Veronica Verzonowski

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

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

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

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Fax: (306) 347-4119

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

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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