

August 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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Signs of Hope in La Loche as GDI Receives Funding

By James Oloo

On January 22, 2016, many Canadians were shocked when they heard the news that four people had been killed and seven others injured in a shooting in La Loche. On August 16, 2016, Saskatchewan Premier Brad Wall recently noted that, "Since the terrible events of last January, the people of La Loche have inspired us with their resilience, unity, and optimism." This month, the Governments of Canada and Saskatchewan made key announcements regarding La Loche. Gabriel Dumont Institute was an active partner at the two events. This article examines some of the key announcements, as well as the role played by the Institute in La Loche.

According to the 2011 Statistics Canada Census data, almost seven out of every 10 people (68%) in La Loche self-identify as Métis.

GDI owns a building in La Loche and has in the community for many years to provide educational, employment, and cultural services to the Métis community. The Institute currently has seven employees in La Loche: Peggy Chartier, Amanda Tobin, and Victoria Murray (GDI Training and Employment), Jeannie Murray, Ernestine McNeil, and Taryn Ward (Dumont

Technical Institute), and Lloyd Janvier (Gabriel Dumont Institute). Arlene Lemaigre joined the GDI Training and Employment team this month as an Employment Counsellor. Arlene takes over from Amanda Tobin who will be going back to school in the fall to work towards her bachelor of education degree through the Saskatchewan Urban Native Teacher Education Program (SUNTEP).

Over the past two years, the GDI La Loche Centre has had a total enrolment of 146 (97 in Adult Basic Education and 20 in various skills training programs including two clients in the GDI Aboriginal Apprenticeship Project). During the same period, the Institute funded 80 Métis people in La Loche to enable them get knowledge and skills that would make them more competitive whether they transition to higher education or labour market. Among the funded clients, 30 got jobs, 27 went for further education, and two started their own businesses.

On August 19, 2016, the Honourable Ralph Goodale, the federal Minister of Public Safety and Emergency Preparedness, announced a \$33.1-million post-secondary

infrastructure investment at Gabriel Dumont Institute, the University of Saskatchewan, and Carlton Trail College. Minister Goodale, who began his speech by declaring that, "It is good to stand here on Treaty 6 Territory and Homeland of the Métis," stated that "GDI will receive \$880,000 for an expansion that will provide additional space for skills training and adult basic education to the community of La Loche. The Institute is providing an additional \$100,000 for this project."

The federal funding is allocated through the Post-Secondary Institutions Strategic Investment Fund, and is intended to enhance and modernize research facilities on campuses across the country and improve the environmental sustainability of those facilities. Gabriel Dumont Institute Director of Finance and Operations Cory McDougall and the Institute Facilities Manager Greg MacLeod did a commendable job in preparing a funding proposal within a very tight timeline. The proposal was approved for the funding announced by Minister Goodale.

On behalf of the Institute, Gabriel Dumont Institute Board Vice Chair Glenn Lafleur expressed his appreciation for the funding.

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The Month of **August** in **History**

In August 2007, the relocation of the Gabriel Dumont Institute Department of Finance from Regina to Saskatoon is completed. The new location, under Finance Director Stacey Bucsis, is at #104-219 Robin Crescent, Saskatoon.

In August 2008, the offices of the Department of Finance and Operations and the GDI Training & Employment are moved to their present location at 917 22nd Street West Saskatoon.

In August 2011, the Member of Parliament for Desnethé-Missinippi-Churchill River Rob Clarke, MLA for Meadow Lake Jeremy Harrison, and Métis Nation-Saskatchewan Western Region I Director Mavis Taylor join 11 Dumont Technical Institute students in Meadow Lake to celebrate their successful completion of the Aboriginal Police Preparation Program.

In August 2013, a Métis Veterans Monument is unveiled at Lac Pelletier Regional Park, Wymark, Saskatchewan. The monument has names of 16 Métis Veterans from the Lac Pelletier valley who served during World War I, World War II, and the Korean War.

The August 2015 *Communicator* marks the 100th edition of the Gabriel Dumont Institute *Communicator*. The first Edition of the monthly GDI *Communicator* was published in May 2007.

Tips on Staying Calm and Relaxed at Work

By Jim Edmondson

Workplace stress has never been higher. We are under more stress in our jobs than ever before; blame it on ever shorter deadlines, the pace of our digitally enabled world, or the uncertainty of the economy. Whatever the reason, it has never been tougher to stay calm at work and still excel at what we do.

Employee stress has been increasing over the years in many workplaces. To thrive and excel, it is imperative that we find ways to deal with pressure and uncertainty. There are any number of scientific studies that show the deep connection between staying calm and productivity. As a human resource

professional and individual who has experienced numerous stressful situations in my professional and home life, please allow me to share some of the tips and tools that I find helpful on a daily basis:

1. Plan Ahead

We often don't know what is going to walk through our door, but we probably have a pretty good idea of the general types of pressure we may face on a daily basis. Try thinking about it and decide in advance on a few possibilities that could occur and how you would handle them. A simple formula such as, "If X happens, I'll do Y," can make all the difference.

2. Prioritize

Speaking for myself, and likely most people, true multi-tasking typically leads to chaos. All of us have numerous things or tasks that need our attention at any given time but through prioritization and common sense I try to choose one task, see it through, and head on to the next task that needs to be done. This is not as easy as it sounds but if possible you will see vastly better results from operating this way.

3. Be Flexible

No matter how carefully we plan, there's always a chance that a situation will pop up that takes precedence over everything we've planned.

Continued on Page 4.

GDI Recognizes Publishing Staff for their Service

By James Oloo

Over the past few months, Gabriel Dumont Institute (GDI) has been honouring employees for their dedicated service and commitment to the Institute's success. To this end, the Human Resources Director Jim Edmondson has travelled to GDI Centres around the province to personally acknowledge and thank employees for their service, and to recognize the Institute's commitment to its employees.

One of the most recent of such events was held at the end of July at the Publishing Department Gallery. Jim told Publishing Director Karon Shmon (10 year service), and Curriculum Developers Darren Préfontaine (15 year service), and David Morin (10 year service), that, "The Institute values your contribution to the organization." He gave each of them a "culturally-specific yet

valuable gift" of a watch engraved with the GDI logo. Jim explained that years of service were rounded to the nearest five on the employee recognition plaque that is now available at GDI Centres across the province.

Norman Fleury, a surprise guest to the event, led an informal conversation around a circle asking Karon, Darren, and David about their experience at GDI. Some of the responses are summarized below.

Karon Shmon noted that "GDI promotes employee development and enables its employees to pursue their strengths and achieve their dreams." She hailed GDI as an employer of choice with a high retention rate. She feels this, in combination with competitive salaries, makes people want to stay.

David Morin declared that, "I am one of the lucky people who thoroughly enjoys what I do." David pointed out that he "values the relationships that working at Gabriel Dumont Institute has given him with the community". In describing how dedicated David is in his role as Curriculum Developer, Karon stated, "If Gabriel Dumont Institute were an automotive place, Dave would be a mechanic!" Darren said that GDI offers an environment that makes it possible for employees to excel. "Being around supportive people allows me to explore and pursue my strengths."

Karon added that, "Darren's interests and abilities fit very well with what GDI needs and stands for." In her concluding remarks, Karon stated that she is always pleased when her colleagues see what we do at the Institute as legacy work, and not just a job. Congratulations Karon, Darren, and David. 🎉



IT Update

By Gareth Griffiths

IT Support System

In July 2016, 24 new Work Orders were received into Track-IT. Of these, 19 are now closed (79% completion rate). Overall we closed 24 Work Orders in the month. There are currently 50 open Work Orders. Do not forget to email support@gdins.org for any new IT-related requests. 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.

Virtual Machine

Work is completed on the second VMWare host. This allows for extra resiliency and flexibility in managing the Virtual Machines in operation by the Institute. Thus, in the event of a failed computer, the system will automatically run them on the backup host meaning no downtime.

Video Conferencing

We are installing new equipment and software in five locations across the province to enable the use of video conferencing. These locations are Central Office; Saskatoon Dumont Technical Institute training facility; Prince Albert; Regina; and La Loche. This involves the installation of some video conferencing cameras, TVs and new computers at these locations as and when needed.

The software being used is called 'join.me' and it allows up to 10 video feeds, and 250 audio participants. It will also work on almost any device and be able to

integrate with Outlook for scheduling meetings. Other features include window sharing, the ability to pass mouse control or presenter role to another participant, and interactive whiteboards on iPads. Do watch this space for further updates. Information and training sessions will follow soon.

Website

Overall, there were 20,413 Page Views over 5,940 sessions (35% of these were new visitors) in July 2016. The website homepage saw 3,954 Page views (3,259 Unique Page views). Some highlights of activity are as follows: 15% of visitors to the home page, 30% clicked on What We Offer, 11% went to the job posting page, and 11% went to the Contact Us page on the Institute website (www.gdins.org).

Social Media Summary

Following are some brief stats from our Social Media channels in July 2016. Facebook: Total number of people liking the page grew by 82 to 1,616. Total Engagements (number of links clicked, likes, or comments) in this month was 1,983 over nine posts. Total reach of posts (number of people that saw a post in their feed) was 33,806 with 54,261 impressions (number of times a Gabriel Dumont Institute page appeared in another person's news feeds). The most popular post was the "National Métis War Veterans Memorial has been engraved..." reaching 4,635 people with 663 post clicks and 407 likes,

comments, and shares. Twitter: 86 tweets earned 44,600 impressions. There were 36 new followers in the month, 37 mentions, and 1,424 Profile visits. The top tweet was "Bannock cooks on an open fire at Back to Batoche," earning 2,718 impressions. Top mention was the "Here's an article Russ Fayant and I wrote" (Andrea Sterzuk) with 61 engagements. Top media tweet was "Back to Batoche Days" with 2,701 impressions. We currently have 800 followers.

IT Northern Adventure

We have just returned from a trip up north to the La Loche facility. This was phase 1 of the installation of 23 new desktops, eight new laptops, a Smart TV, video conferencing suite, and 40 Chromebooks. These machines are part of the La Loche renewal investment and will assist in the delivery of the new La Loche Adult Basic Education Level 4 program, as well as for the other programs onsite.

We are currently testing using the Chromebooks in an Enterprise setup, meaning that all apps will be controlled and synchronized to the device. A second trip is scheduled in September to continue this work.

Closing Thought

Helium walks into a bar and orders a drink. Bartender says "Sorry we don't serve noble gases here." Helium doesn't react. 🌬️



Theresa Malboeuf all smiles at her retirement BBQ at GDI Central Office. With her are (L to R): Christine Fiddler, Bonnie Hryciuk and Charity Chaboyer.

Photo by James Oloo



GDI Publishing Department Staff (L to R) Darren Préfontaine, Karon Shmon, and David Morin with Human Resources Director Jim Edmondson at the GDI Gallery (See story of Page 2) Photo by P. Beszterda.



How to Stay Calm and Relaxed at Work ... *continued from Page 2*

GABRIEL DUMONT
of Native Studies and Applied Research



Theresa Malboeuf after a retirement barbecue in her honour on August 31, 2016. Theresa retired after working at Gabriel Dumont Institute Central Office for 11 years. She is a graduate of Dumont Technical Institute.

(A write up will appear in the September edition of the *GDI Communicator*).

Photo by Charity Chaboyer.

When this happens, I try to take a moment to regroup and prepare to methodically deal with the new issue.

4. Don't Sweat the Small Stuff

Not all tasks are equally important, remember the prioritization mentioned previously! Setting of well thought out and reasoned priorities will help you maintain a sense of control.

5. Calm Down

If overwhelmed, you should take a short break and then revisit the situation with a fresh pair of eyes. Just taking those few seconds to count to 10 provides the space for a new perspective. This often helps shed light on a solution that was not immediately apparent.

When anxious, we tend to hyperventilate; that is, take quick, shallow breaths. This can make us feel dizzy, light-headed, and panicky, thus clouding our judgment. If you catch yourself hyperventilating, try inhaling a deep breath through your nose, holding it a second, and releasing it via your mouth. Repeat until you feel calmer and more relaxed.

6. Be Optimistic

Generally, people tend to anticipate the worst possible scenario. However, instead of using your imagination to scare yourself, try using it to find a solution to the problem at hand.

7. Focus on the Positive

The more we focus on the brighter side of things, the less

frightening and grim a stressful situation seems; even though our work may be result-oriented. However, always remember this axiom: 'A job done accurately the first time is much less costly than having to do it over'.

8. Seek Help When in Need

Gabriel Dumont Institute employees have access to support. Don't hesitate to seek help when needed, and to offer assistance to co-workers. There is comfort in not being alone in times of stress. Remember that we are all working towards the same overall goal, which is to do our job in such a way that it contributes to larger corporate objectives of the Institute. 🌐

GDI Receives Federal Funding ... *continued from Page 1*

Mr. Lafleur noted that, "The Gabriel Dumont Institute has provided 445 Adult Basic Education seats in La Loche since 2010. As a result of the federal funding, an improved and expanded GDI La Loche Centre will provide capacity for increased enrolment in employer-driven skills training programs, helping the Institute to fully meet its skills and training mandate in La Loche." Also present at the event held at the University of Saskatchewan were GDI Executive Director Geordy McCaffrey, and the Director of Dumont Technical Institute Brett Vandale.

A few days earlier, Government of Saskatchewan officials led by Premier Brad Wall were in La Loche for an official visit. Premier Wall announced new initiatives and investments for the community including:

The Saskatchewan Housing Corporation will build a 14-unit

affordable rental housing in La Loche, based on a \$1.4 million funding agreement between the Governments of Canada and Saskatchewan.

The Saskatchewan Ministry of the Economy has invested \$465,000 in two new training programs in La Loche. Dumont Technical Institute and Northlands College will offer Adult Basic Education and skills training.

The Government of Saskatchewan has partnered with the First Nations University of Canada to offer a new Dene Teacher Education Program. The four-year bachelor of education program will train local university students to teach at the local schools.

The Ministry of Health has hired a community mental health nurse to provide counselling and around the clock on-call services. There

is also a new community wellness worker who has been hired. Further, two new positions, Victims Services Coordinator, and Community Justice Coordinator, have been established by the Ministry of Justice.

GDI recently received the opportunity to apply for funding through its federal Aboriginal Skills and Employment Training Strategy (ASETS) agreement for "communities with the most pressing short-term socioeconomic needs." The funding is being provided for training and employment activities in La Loche and is targeted at out of school and unemployed youth ages 15 to 30. Details will be provided in a future edition of the *GDI Communicator*.

We would like to thank the Institute staff in La Loche for the great job you do and your service to La Loche. 🌐



A gift presented to Theresa



DTI Enthusiastic About New School Year

By Claudette Moran

The month of September means one main thing: the beginning of a new school year. The reminders are on the fliers, television, and radio. At Dumont Technical Institute, we would like to take this opportunity to welcome the instructors and staff back from their summer holidays. We express a special welcome to the new employees who have recently joined our Dumont Technical Institute family.

Looking back, 2015-2016 was a very successful school year. Over 230 Dumont Technical Institute Adult Basic Education students and another 226 students in our skills training programs across Saskatchewan completed their programs.

Further, Dumont Technical Institute partnered with GDI Training and Employment to deliver a General Educational Development (GED)-Apprenticeship program in Prince Albert. Eighteen students completed the program. As well, our partnership with the Saskatchewan Ministry of Justice was on its second year during 2015-2016 year. It was another remarkable school year as 130 students successfully completed the program. Under the partnership, Dumont Technical Institute delivers programs at the province's correctional facilities.

As we begin the 2016-2017 school year, it is estimated that Dumont Technical

Institute will offer 14 Adult Basic Education programs and 16 skills training programs at various centres across the province. Among the new developments this year is that Dumont Technical Institute will be offering Adult Basic Education Level 4 (Adult 12) in La Loche for the first time. The program is already full to capacity before classes begin.

Also during 2016-2017, the Practical Nursing program in Regina will hold a graduation ceremony, and a cohort of new students will start their two-year nursing program. Due to the hard work, dedication, and optimism of Dumont Technical Institute staff, we are confident that this will be another successful year. Good luck and above all have fun!! 🌟



Apprenticeship Stats, August 31
 191 new jobs created.
 100 clients indentured as Apprentices by Saskatchewan Apprenticeship and Trade Certification Commission.
 80 have gone for technical training.
 - On track towards meeting and/ or surpassing the targets

Payroll Cutoff Calendar, September 2016

By Carmala Thiessen and Veronica Verzonowski

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

Employee contracts due at payroll upon job acceptance.
 MRTS due by the 15th of every month, and employee contracts are due prior to payroll cutoff date.
 If received after the cutoff date, the employee will be paid on the following pay period.

Gabriel Dumont Institute/Dumont Technical Institute

917 22nd Street West
Saskatoon, SK
S7M 0R9

PHONE:
(306) 242-6070

FAX:
(306) 242-0002

E-MAIL:
general@gdi.gdins.org

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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GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

GDI Locations

GDI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

GDI Publishing Saskatoon

2—604 22nd Street West
Saskatoon SK S7M 5W1
Phone: (306) 934-4941
Fax: (306) 244-0252

GDI Finance and Operations

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 975-0903

DTI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

Toll Free (DTI):
1-877-488-6888

SUNTEP Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 764-1797
Fax: (306) 764-3995

SUNTEP Saskatoon

Room 7 McLean Hall
University of
Saskatchewan
106 Wiggins Road
Saskatoon, SK S7N 5E6
Phone: (306) 975-7095
Fax: (306) 975-1108

SUNTEP Regina

Room 227 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4110

GDI Training and Employment Central Office

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
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.uregin
a.ca/](http://gdi.voyager.uregin.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