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1980-2017:
Proud Past, Bright Future



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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Embracing Change in the Workplace

By Jim Edmondson

To thrive in today's highly competitive world, we need to continually adapt and innovate. That means change is now the norm for most employees. But any change, whether it's positive or negative, personal or professional, can be stressful because it involves the unknown, and we tend to fear the unknown. Finding ways to embrace change is the key to success.

Understanding change

We cannot control change. But, we can control how we adapt to that change – how we transition from an ending to a new beginning. But how we perceive a change often affects our transition. For example, if we see a change as positive and full of opportunities, we'll embrace it and adapt quickly. However, if we think the change might have a detrimental effect on us, then we're likely to be resistant. Also, the greater the perceived threat, the greater our resistance and more difficult our transition will be.

Easing the transition

We might not be able to escape workplace change, but we can make it less difficult. Here are some tips to embrace change and ease the transition.

Understand the situation

Get as much information about an impending change

and how it will affect you. Speak to your manager and coworkers. However, when discussing organizational changes with coworkers, remember that their understanding or perspective might be different than yours and often this misunderstanding could spark office rumors.

Be positive

Yes, change can be frustrating and stressful, but it can also be professionally advantageous. Focus on how things might work to your advantage and what new skills you may need to acquire.

Think long-term

Organizational changes can be a challenge for any company and the transitional period may cause some upheaval before the long-term rewards become clear. Remind yourself that current uncertainties will pass.

Do what you do best

Workplace changes can consume everyone's time and attention and that can cause productivity and efficiency to slip. Keep performing your job to the best of your ability and remain focused on your own performance.

Be flexible

This can be an opportunity to help influence change and become the go-to person on

your team. Demonstrating a willingness to accept new challenges and help coworkers will also make people more likely to support you and your professional goals.

Manage your stress

Find healthy ways to cope with stress – a walk, a long run, yoga, meditation, massage, or take a few minutes to read a book or listen to music. Some people have found humour to be helpful in relieving stress.

Build a support team

Talking about your concerns and feelings with trusted friends and family members helps keep things in perspective. This is an instance that if you are feeling overwhelmed; reach out to your Employee and Family Assistance Program (EFAP) for resources and support.

Reaction to change

Recognize that your reactions to change are normal and part of the transitional process.

Finally, remember that nothing stays the same. Circumstances could change again soon, making you wish you hadn't wasted energy getting upset about the original change. If you're able to maintain a good attitude, you'll keep your options open. You might even find unanticipated benefits!



GDI Training & Employment Director to Take Leave

By Lisa Wilson

As many readers may already know, I will be taking a scheduled leave in 2017-2018 for one year from my position as Director of GDI Training and Employment Inc. Since taking on the role in January 2014 I have enjoyed learning about the training and employment world and getting to know the managers, employment counselors, and staff of T&E who work diligently on behalf of Métis clients. In many ways becoming the Director of T&E was full circle for me, as I clearly recall working on the proposal to federal government, along with Executive Director Geordy McCaffrey and many others, in 2006 when GDI took over the federal Métis Aboriginal Human Resources

Development Agreement for the province.

It is fully my intention to return to the role of Director for GDI Training & Employment following my leave period from September 1, 2017 to August 31, 2018. During the one-year leave, the Institute's will hire an Acting Director to maintain the GDI Training & Employment programs, services, and delivery structure currently in place. A number of exciting things are scheduled to occur during the course of the year, including the expiry of the ASET Strategy and the implementation of a new, multi-year federal Aboriginal labour market strategy and subsequent agreement with

the Institute. GDI Training & Employment is fortunate to have experienced and dedicated personnel in place, most with many years of service to the Institute. I have no doubt their capacity will assist to make the transition to a new strategy as seamless as possible.

An internal competition for the Acting Director position, a one-year term, is posted on the GDI intranet and closes February 20, 2017. The internal process will attempt to identify a replacement. If no internal candidate is found through that process, the second step in the recruitment plan is to advertise externally. Please watch for the posting and share it widely amongst your colleagues.

Maarsii! 🌐

GDI is a Key Part of Pinehouse

By Julia Lariviere, Andrea Durocher, and Cheyenne Caisse

Julia, Andrea, and Cheyenne are Adult Basic Education (Level 4) students at Pinehouse Lake. The article was submitted by Dumont Technical Institute Program Coordinator Dylan Pelletier.

Pinehouse is a wonderful place to live. It offers several opportunities. The new arena in the community has made everyone happy and proud. We also have a daycare facility with great staff, who takes good care of our children while the parents can continue to upgrade or work. Increasingly, more people who left school without Grade 12 diploma are pursuing education.

Pinehouse is a safe and friendly place. Plan a trip and see for yourself. Other than the arena, which houses a

fitness centre, there is a Co-op store, a gas bar, restaurants, and healthcare facilities, to name a few amenities. We also have a place about 20 minutes out, Kamkota Lodge, which is a popular tourist destination. In the summer, we have The Elder's Gathering where our community hosts Elders from across Canada to participate in traditional activities.

For those dealing with addiction issues, there is a nearby facility at Muskwa Lake that has a very good reputation. Those who complete the rehabilitation program are treated to a celebration and are awarded certificates of completion.

GDI has been providing a very important service to the community by offering career

counselling and educational programs to adults without high school diploma and to those pursuing postsecondary training. Many people in Pinehouse now have a second chance to accomplish their educational and career goals because of GDI.

GDI has given us a chance to finish our education in our community. It has been quite the journey to complete what we started. Now that we are almost done Adult Basic Education Level 4, we can transition to further education or the labour market. It has been a great experience for us. We will miss everything about it, like learning, classmates, instructors, and all the laughs while being in the class. We all know each other and we encourage one another to continue and finish school. 🌐



Corey Lee Teeter
March 18, 1971-January 18, 2017

Corey, a SUNTEP Prince Albert faculty member, passed away on January 18th. Corey is remembered by many for his love for teaching, sports, and for always encouraging and celebrating the success of his students. He obtained his education degree from SUNTEP.

Corey always had a broad smile and a contagious laugh. He was a father of three. Corey will be missed by many.



GDI Students Benefit From City of Regina Program

By Darcie DeBruyne

Often, many of us start our vehicles and go where we need to go, and usually don't think twice about it. What if you don't have a reliable vehicle, a ride, or money for a bus pass, yet need to go to school or work?

This could be the reality for some of us, (I know I have been there) including Gabriel Dumont Institute students and clients. And it can create another barrier to those doing their best to achieve goals in life.

Dumont Technical Institute Regina identified this need among our students and clients. After consultations around the office, I sent a request to the City of Regina Transit Fare Assistance Program. On January 13, 2017, I received an email from Nathan Luhning, the Manager of Business Development in the City's Transit Department, informing us that the request had been approved. The email stated that the Institute "has been allocated 400 2-Ride Adult Passes worth \$2,600."

We are very thankful to the City of Regina. Their assistance will help reduce some of the stress and anxiety. Our students and clients will be able to come to school or make their appointment with GDI Training and Employment on those days they are struggling with transportation. It is through generosity and supports from programs such as the Transit Fair Assistance, that help us make positive impacts on our Métis students and clients and help clear the road to their success. 🌍

5th Annual GDSF Golf Tournament



Daniel Downs, Program Coordinator
Dumont Technical Institute

How Does a Client Register for Accuplacer Test?

By Kristi Ross

Whether it is a client looking at meeting the requirements for the Gabriel Dumont Institute Aboriginal Apprenticeship Program or admission into a Dumont Technical Institute program, writing an Accuplacer test is an important first step for those without a high school diploma. Accuplacer test allows for the assessment of the candidate's skill level, and placement in the appropriate program.

To kick start the process of writing an Accuplacer test, an employment counsellor will sit down with their client and fill out Accuplacer testing request form. The completed form is then forwarded to the Testing Services Coordinator via email.

The Testing Services Coordinator then gets in touch with the client to discuss the process and arrange to have someone who will serve as a proctor during the test. The Institute's proctors are

Located in Saskatoon, Regina, Prince Albert, North Battleford, Île-à-la-Crosse, La Loche, and Buffalo Narrows.

Depending on the client's location, the Testing Services Coordinator will then create a voucher for the client and scan the information to the proctor. The Testing Services Coordinator will send the client information on how to access study material and information regarding Accuplacer test, and arrange for a date when testing will occur.

After the Accuplacer test is administered, the Testing Services Coordinator will make a follow-up with the client, and also let the client know if they may require a MyFoundationsLab or not. A client who is interested in the trades will only need to take a MyFoundationsLab if they did not reach the mandatory benchmarks outlined by the Saskatchewan Apprenticeship and Trade Certification Commission.

The MyFoundationsLab is an independent learning tool for the client that can be used at home.

Testing Updates

January started on a high note at the Testing Services. We delivered the first series of the Gabriel Dumont Institute Mobile General Educational Development (GED) testing in Pinehouse, Sask. About 27 exams were administered. Another 40 GED exams were delivered through the Saskatoon location. The GED test allows individuals who have not completed high school the opportunity to earn a Saskatchewan Grade 12 diploma. A high school diploma (or mature admission) is the minimum requirement for many of the Gabriel Dumont Institute post-secondary education and training programs.

During January, we administered 19 Accuplacer tests. To date, the Testing Services has administered Accuplacer testing to a total of 43 clients. 🌍



Charity Chaboyer, Admin Assistant
Dumont Technical Institute



The 6th Annual GDSF Golf
Tournament will be held on
May 26, 2017



Colette Schroell Earns Journeyman Certification

By James Oloo and Dwayne Docken



Colette Schroell
With her Journeyman
Certificate of Qualification

Colette Schroell has been a client in the Gabriel Dumont Institute (GDI) Aboriginal Apprenticeship Project. She received her journeyman certification in Food and Beverage Person on November 23, 2016. This month, we sat down with her to discuss her experience.

In Saskatchewan, apprenticeship programs combine on-the-job training, usually under supervision and mentorship of a journeyman-certified professional in the same trade, and technical (classroom) learning that leads to a trade credential. After the apprentice completes technical training, on-the-job hours, and a final exam, s/he is awarded a journeyman certification as a confirmation of his/her skill level and competence, and recognition by colleagues, government, and the public that the recipient is a skilled professional in a given trade.

Colette had been working at the Delta Bessborough Saskatoon for over a decade when she came to GDI to seek advice on how to earn her journeyman

certification. Colette had been previously honoured at the 22nd Annual Tourism Professional Recognition Dinner in Saskatoon in June 2015 with a certification in Banquet Server. In her message to the certification honourees, Tourism Saskatchewan CEO Mary Taylor-Ash noted that the "celebrations acknowledge individuals who have achieved Professional Certification in a tourism occupation" and that "tremendous dedication is required to complete the demanding requirements."

But, Colette was not satisfied. She aspired for more training: "I wanted to get my journeyman so I could have more opportunities in the industry." Her path to journeyman certification was both enjoyable and challenging. It involved hands-on work and taking in-class and online classes.

Despite the challenges, Colette says she had made up her mind, "I was not going to be a quitter. I had set a goal for myself and I was going to

successfully complete the program." She adds, "It feels good. I am happy that I stuck with it." Colette noted that with "financial and moral support from Dwayne and GDI, getting my journeyman certification became a reality." Dwayne Docken is the Employment Counselor at GDI Training and Employment who worked closely with Colette. She remembers how "Dwayne let me know that he was there if I had any question. He was good, thorough, and professional."

Colette advises others who wish to pursue careers in trades to make sure they know that they want, the goals they want to attain, and seek help when they need it. As she puts it, "Don't stress yourself, pace yourself."

For more information about GDI Aboriginal Apprenticeship Project, please contact Chelsie Scragg, Administrative Coordinator—Apprenticeship chelsie.scragg@gdite.gdins.org.



Employee Family Assistance Program

By Jim Edmondson

As many of you know, over the past month or so the Human Resource Department has been facilitating employee meetings with the provider of our Employee Family Assistance Plan (EFAP) to provide information on the myriad of services available to Gabriel Dumont Institute employees under the plan. To date, meetings have been held in our Prince Albert, Regina and Saskatoon offices, and the feedback has been very positive.

However, due to the busy holiday season and unusually cold weather in early January, attendance at some of the meetings was not as hoped. A meeting for employees in the North is being planned for the coming months.

Further, in order to spread the information more broadly, I have previously forwarded valuable pieces of information from Shepell, the provider of the EFAP, via email distributed to all staff. The information has

also appeared in the *GDI Communicator* and under the 'News' section of the Gabriel Dumont Institute website, www.gdins.org.

Please visit Shepell's website www.workhealthlife.com for resources and services that are available to the Gabriel Dumont Institute staff and their families under the EFAP. I will be sending out new information by email and in the *GDI Communicator* as they become available. 



Colette Schroell's
award of journeyman
qualification recognition
Photos by James Oloo



Is There a Doctor in the House?

By Lisa Wilson

Or should I say, “Is there a Doctor of *Philosophy* in the house?” The answer is Yes! I hope you will all join me in congratulating Doctor James Oloo on his remarkable achievement of earning his PhD in Education from the University of Regina.

James has successfully defended his dissertation, titled *A Narrative and Post-/Anti-Colonial Approach to Understanding the Experiences of Foreign Certified Teachers in Rural Saskatchewan Schools*. He worked with supervisor Dr. Ken Montgomery, Faculty of Education, University of Regina.

James’s research uses a narrative or storytelling approach to understand the experiences of foreign certified teachers in rural Saskatchewan. The study tells the stories of four teachers in rural Saskatchewan who were certified as teachers outside of Canada. James remarks that his research “grew out of my own experiences as a teacher of refugee students in my native country of Kenya and as an international graduate student and teacher assistant at a Canadian university.”

James’s research presents implications for foreign certified teachers, school administration, teachers,

students, parents, and for further research. As James notes in his research, not enough is known about the experiences, strengths, challenges, and contributions of foreign trained teachers and this can lead to prejudices and biases especially in less ethnically diverse communities like rural Saskatchewan. James uses his research to tell the compelling stories of four foreign certified teachers working in Saskatchewan. You can read James’s important work at: <http://ourspace.uregina.ca/handle/10294/6807>

James has worked at GDI since 2011 in the role of Research Coordinator. Congratulations on your achievement James! 🌍



James Oloo
Research Coordinator,
Gabriel Dumont Institute
Photo courtesy of J. Oloo

Payroll Cutoff Calendar, February 2017

By Carmala Thiessen and Veronica Verzonowski

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

Employee contracts due prior to payroll cutoff date.



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www.gdins.org

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

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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