



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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Little Things That Can Bring You Joy

By Jim Edmondson

We all want to be happy; it is a desire as universal as our want for water, food, and fresh air. But happiness is a difficult thing to measure. Ironically, too much time and thought spent in the pursuit of happiness may actually decrease a person's overall happiness. A countless number of small, conscious steps a person can take to elevate their mood have been identified.

So what have you got to lose? Check out the list of small things you can do to bring more joy into your life. The sooner you get started, the better you'll feel.

Get a Good Night's Rest

Getting a solid eight hours of sleep is linked to increased happiness. A good night's slumber also sharpens our focus during the day. If you want to boost your productivity, don't skimp on your sleep.

Laugh

They say laughter is the best medicine, and in many ways it is true. Studies show that a dose of hearty laughter can boost your immune system as well as your heart rate, giving you a natural high similar to the one you feel after a great workout.

Talk to a Stranger

Smile, or better yet, strike up a conversation with a

stranger in line at Starbucks or during your morning commute. Initiating positive interactions with people whose gazes we might otherwise avoid evokes higher happiness levels in both parties. It's a guaranteed win-win.

Watch the Sun Rise

It happens 365 days a year. But how often do you make a point of seeing it? Watching the sun rise is actually therapeutic. And there are numerous other benefits, like enjoying a beautiful show of color and light, and having quiet moments of stillness while you drink your coffee.

Volunteer

In helping others, you also help yourself. That's because giving of yourself increases happiness. So spend some time volunteering for a community, charity, or religious organization. The more often you give back, the more self-satisfaction you'll receive. Volunteering will also help you live longer, according to some studies.

Exercise

A shot of endorphins to the brain give you a rush that you feel throughout your body. One of the best ways of getting this boost is with exercise. So pick your 'poison' — running, soccer, ice skating, a long walk in the woods. Get moving and get instant satisfaction.

Power Down Your Gadgets

Sure, technology has its

benefits, but it is also making us sick. Stress, depression and vision loss are just a few of the negative consequences of spending too much time on our phones, tablets, and computers. Luckily, there's a simple fix: power down, and unplug after work, and on weekends. By disconnecting from email, text messaging, and social media, you can actually increase your connectivity to the people around you. And you'll feel a heck of a lot better while you're at it.

Try Something New

People who participate in bold, new activities and collect unique experiences are more likely to retain more positive memories than negative ones. The more positive memories we keep, the lighter we become. So go ahead and sign up for those guitar lessons. Book that trip to Antigua. Do it in the name of happiness.

Go Outside

People are happiest in nature. No shopping mall, amusement park, or museum can compete with the positive effect that nature has on us. It doesn't need to be a world-class beach or awe-inspiring canyon, either. The neighborhood park is natural enough to do the trick.

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The New Look of La Loche

By Tracy LaPrise



Dr. Earl Cook, Chair, GDI Board of Governors

On June 20th and 21st, 2018, Gabriel Dumont Institute celebrated the official opening of our \$1.6 million expansion of the La Loche programming building. The one time RCMP detachment had become too small to accommodate the growing demand for the Institute's programs and services in La Loche. Gabriel Dumont Institute received \$880,000 in federal funding for the project through the Post-Secondary Institutions Strategic Investment Fund.

Also added is a Community Room which can also serve as a boardroom or a classroom space. The Community Room has a beautiful table with a Métis sash embedded into the tabletop. Beyond the new paint and new additions, the furnace, security system and fire alarm systems have all been updated and the addition of a new air conditioning system.

building with community members, dignitaries and guests including Métis National Council President Clément Chartier, Métis Nation–Saskatchewan President Glen McCallum, La Loche Mayor Robert St. Pierre, Saskatchewan Minister of Advanced Education Hon. Tina Beaudry-Mellor, and Hon. Warren Kaeding, the Minister responsible for First Nations, Métis and Northern Affairs. Members of the Gabriel Dumont Institute Board of Governors, including the Chair, Dr. Earl Cook, Juanita Tuharsky, Viola Bell, Jackie Kennedy, Jimmy Durocher, and Dennis Langan were also present.



Hon. Tina Beaudry-Mellor, Minister of Advanced Education

By July 2017, the new La Loche building expansion project was underway. This included renovating the existing classroom space into a skills training shop with a higher ceiling and bigger space. The size of the computer lab was doubled and new built-in desks and updated technology added. There are two new classrooms with smartboards and new furniture; each able to seat at least 20 students.

The renovations were completed in January 2018 and students and staff moved back into the building in February. On June 20th, we hosted a Community BBQ with staff cooking the hamburgers and hotdogs and providing tours to the local community members. Many impressed people enjoyed the tour and tasty treat and were so happy to see such a great investment into their community.

The event supported the local economy. Local cooks made tasty stew and bannock with delicious cake for dessert. Photography, security, and taxi services were also sourced locally. It was a wonderful two days celebrating the opening of a great new building in La Loche! 🌐

On June 21st, we had the official Grand Opening of the

Joy in the Workplace and Beyond ...

Continued from Page 1



Glenn Lafleur, Rhonda Pilon, and President Glen McCallum of the Métis Nation-Saskatchewan
Photos by James Oloo

Give Thanks

Grateful people are more likely to be happy and optimistic. Gratitude compensates for our brain's natural tendency to focus on negative aspects of life. So don't save it all for Thanksgiving. Rather, make it a habit to show and feel gratitude for the people and circumstances around you.

creates room for happier emotions. On our journey to collect joy from our everyday surroundings, we must also dispose of any residual negativity. Saying, "I forgive you," is a great start.

minutes for the brain to start releasing endorphins and dopamine, the feel good hormones that make us happy.

Practice Forgiveness

By offering someone our forgiveness, no matter how grave the offense, we let go of the hurt and anger that person stirred in us. This

Breathe Deeply

Taking deep slow breathes on a regular basis can help you relax. Breathing deeply also prevents disease, slows the aging process, and increases happiness.

Do a Good Deed

The reward is two-fold: Random acts of kindness make us feel good as well as the recipients of our good deed. Pay for the order of the car behind you before you drive away from Tim Horton's drive-thru. Get creative and reap the rewards.

Take a 30-Minute Walk

A brisk walk is an effective physical exercise. It takes 20

Try some of these things and you will be surprised at the effect on your overall mood and happiness. We are all in this together! 🌐



Creating and Maintaining Positive Work Culture

By Jim Edmondson

Employee and Family Assistance Program

Working in a positive environment presents many benefits to both employees and the organization. It starts with better health, thanks to an absence of stress and other negative factors. ... Employees in a positive culture are more engaged in their work, value teamwork with their colleagues, and are more loyal to their organization.

Positive workplace culture

Managers want their company to be a great place to work, and their employees to look forward to coming to work. In short, they want a positive work culture. A key element of such a workplace is a clear, unambiguous purpose, expressed as a simple 'big idea', an idea which all staff relate to closely, and are proud to discuss with friends and colleagues. Some characteristics of positive workplace culture are presented below.

There is an atmosphere of confidence, where all employees feel welcome, support each other, and project this confidence towards clients and students.

Staff who behave respectfully towards each other, value each other's views and opinions, and work in teams which are places of mutual support. A positive corporate culture involves a workplace where anything is debated without a hint of humiliation, where the critique of the individual and team work is welcomed, discussed and where lessons are learnt and implemented.

Staff who 'go the extra mile' by providing unsolicited ideas,

thoughts, stimulus to each other, and where their interests in the students and clients offers something that is more than expected. It goes beyond courtesy and service to include attentiveness and personal interest.

Challenges for their staff, that provide opportunities for personal development though new experiences, and which treat everyone with fairness and understanding.

As well, a positive corporate culture is where members of staff are personally driven towards organizational and personal success – intellectually, financially, socially and emotionally.

Because the company culture influences everything and everyone, a well-developed company culture creates positive changes across the organization in every area, including:

Financial Benefits

At the economic level, a well-developed culture enables dramatic, sustained increases in productivity and performance. This is no surprise given that psychologists estimate that the average employee contributes only 20% of their potential. A culture that deeply engages people is understandably much more productive. Theoretically there is no limit to improved productivity, so long as leaders keep working on the culture.

Recruiting

A well-developed company culture is a powerful recruiting point. Organizations with an open, participative workplace,

where people enjoy working, and have broad opportunities for growth and creativity, attract top candidates. One of the most common and effective measures of an excellent work culture is that existing employees urge their friends to join. When employees do this, they are typically highly selective, inviting only people they know will excel.

Morale

High morale is a key to success. It is closely connected to trust, purpose, team loyalty, pride, and faith in the leadership - all qualities that improve as the culture develops.

Customer Service

As the culture develops, managers learn to better manage the quality of stakeholders' experience, inside the organization and with outsiders such as students, clients, suppliers, and other corporate entities. Most of them are highly attuned to their suppliers' cultures. They can easily tell when things are working well and when they are not. We all know from personal experience as a customer that when we like doing business with a company we return more often, buy more, and recommend it to others.

Involvement

People naturally want to be involved and go home knowing they were appreciated and seen as an important contributing member of the team. When leaders show that they want everyone involved, people step forward energetically in creative and productive ways.

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Shepell is the Employee and Family Assistance Program (EFAP) provider for Gabriel Dumont Institute employees. The program provides a range of flexible and confidential counselling delivery options to the Institute employees and their immediate family members to resolve work, health and life issues. These include:

Professional counselling, Financial support (including credit/ debt management, retirement planning), **Financial planning, Health coaching, Smoking cessation, Nutrition support, Separation and divorce, Stress coach connects, Fitness support, Naturopathic services, Legal support, Family support, Separation and divorce.**

For a full list of EFAP programs and other information,

please visit www.shepell.com or contact

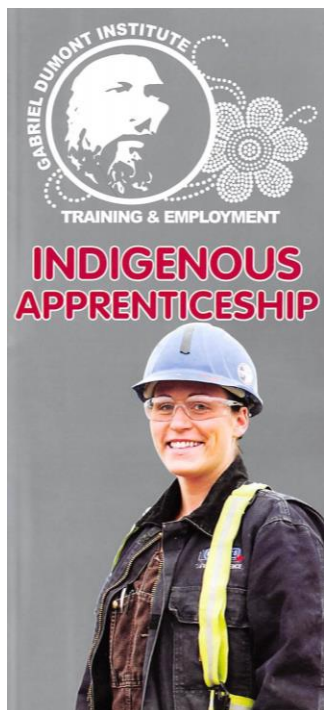
Robbie Walliser, Benefits Administrator, Gabriel Dumont Institute

at robbie.walliser@dti.gdins.org (306) 657-2264



GDI Training & Employment
Indigenous Apprenticeship

Positive Work Culture ... Continued from Page 3



To qualify for the GDI Indigenous Apprenticeship you must

- ∞ Be an Indigenous person (Métis, First Nation or Inuit)
- ∞ Be unemployed or underemployed
- ∞ Have a genuine interest in working in the trades, and
- ∞ Meet eligibility requirements for registering as an apprentice.

*If you do not meet eligibility requirements for registering as an apprentice, GDITE has programs available to assist you to become qualified.



apprenticeships@gdins.org
1-877-488-6888

Employee Motivation

Motivation blossoms in a well-developed culture that recognizes the employee's personal work needs and desires and allows people to fulfill these needs through the business tasks. When people are recognized and appreciated for who they are and what they can contribute, the two-way benefits are large and unending.

Responsiveness to Change

A well-developed culture brings a strikingly increased openness to change and a willingness by employees to make changes work. As trust and responsibility increases, employees don't just initiate significant improvements in ongoing operations; they actively reach out to their environment, bringing improvement ideas and initiatives that make the organization more effective.

Cooperation

By definition, a developed culture increases cooperation,

collaboration, and motivation. Improving co-operation between programs and between levels profoundly improves communication, decision-making, and problem-solving.

Teamwork

A well-developed culture involves the people who are affected by a decision in on the decision. This is fundamental to developing teamwork, cooperation, involvement, and trust, between people, programs, and levels.

Relationships

The culture change process improves relationships between people, levels, and programs. Improved relationships lead to improved communications, decisions and overall performance.

Responsibility

As the culture develops and people take full responsibility for what happens in their work areas, problems are solved where they happen and by

those affected. This frees management from the old policing and monitoring style of leadership.

Safety

The keys to safety are trusting and open relationships. In a safe workplace culture, employees speak up about unsafe situations, they do not stand silent when someone violates safe practices. Further, they constantly look for ways to improve safety, and they take personal responsibility for creating and maintaining a safe workplace. Because major accidents can be staggeringly expensive, a safe workplace can be a big contributor to net incomes.

I bet this all sounds and look familiar! These are the tenants of the workplace culture at Gabriel Dumont Institute. Everyone should be proud to work in an organization that operates with and promotes these principles, I know I am.



GDI Team Participates in Annual Wheelchair Relay

By James Oloo

On Saturday September 22, 2018, several people of different age groups gathered at the Saskatoon Civic Square in downtown Saskatoon for the 19th annual Spinal Cord Injury Saskatchewan Wheelchair Relay.

The relay race, which featured teams of four participants competing to see who would be the first to cross the finish line, started with a race involving Saskatoon Mayor Charlie Clark, Brad Kraft of the Saskatchewan Rattlers professional basketball team, and Spinal Cord Injury

Saskatchewan President Bill Lehne, who is also an Employment Services Manager at Gabriel Dumont Institute Training and Employment, Saskatoon.

For the second year in a row, Gabriel Dumont Institute was represented by wheelchair relay team, Sashy Wheelers. Team members included Justin Basaraba (Accounting Clerk, Gabriel Dumont Institute Training and Employment), Gary Kachula (Accounting Coordinator), James Oloo (Research Coordinator), and Bill Lehne.

Bill has been involved with the Spinal Cord Injury Saskatchewan for over three decades.

Sashy Wheelers advanced to the final heat and finished third. Justin Basaraba was recognized for being the individual who raised the highest amount of funds (and/or pledges), while Sashy Wheelers took home the hardware for highest team pledges.

The event was held outdoors, and it was a snowy day.

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The Sashy Wheelers! ... Continued from Page 4

GDI Wheelchair Relay Team
19th Annual Spinal Cord Injury Saskatchewan Relay

The cold, wet, and snowy day did not diminish the passion and enthusiasm of the competitors, volunteers, supporters, and attendees. Rather, it was a testament to the challenges faced in real life conditions by wheelchair users.

its two main objectives: creating and promoting awareness of spinal cord injury, and raising in excess of \$20,000.

As part of its community engagement and social responsibility, Gabriel Dumont Institute was this year's Silver Sponsor of the Spinal Cord Injury Saskatchewan Wheelchair Relay. The fund raiser event was successful in meeting

Spinal Cord Injury Saskatchewan assists individuals with spinal cord injuries or any other physical disability to live more independent and productive lives. Spinal Cord Injury Saskatchewan serves more than 1,700 clients across the province. For more information:

www.scisask.ca/



The Sashy Wheelers (from left): Gary Kachula, Bill Lehne, Justin Basaraba, and James Oloo
Photo Courtesy of Gabriel Dumont Institute

Payroll Cutoff Calendar, October 2018

By Carmala Thiessen and Veronica Verzonowski

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

Employee contracts due prior to payroll cutoff date.

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.



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

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[https://gdins.org/student
-services/library/](https://gdins.org/student-services/library/)

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