



# Gabriel Dumont Institute

## of Native Studies and Applied Research

UPDATE

November, 1999

### Salary Compensation Issue Reaches Critical Point

While regular programming and activities at the Gabriel Dumont Institute (GDI) comprise the focus of day to day activities, the issue of salary compensation for the GDI staff has come to a critical point for the Board of Governors, management and staff of the Institute. An independent Salary Compensation Review conducted by Ernst and Young last January confirmed that many positions within the Institute are at salary levels below that found in similar positions at other educational institutions. Salary levels have not changed since 1991.

Once the salary inequity was substantiated by the review, the Board and staff expected a response from government within months. Unfortunately, the issue has lingered and a response has yet to be forthcoming. As a result, the Board initiated the preparation of a legal position which will take the issue to the level of institutional discrimination. GDI's unionized staff has added their support for this position.

The provincial election and Cabinet shuffle added further delays. However, the findings of the review are conclusive proof of the compensation issue, taking it beyond further debate by government. The *Update Report* conducted by GDI in 1996 found that investment in Métis education not only pays off, it pays back.



Education and employment go hand in hand. So do employment, self-sufficiency and contributions to the provincial and federal tax bases. The Métis contribute significantly through taxation.

After generations of oppression which have denied the Métis access to, and benefit from education and employment, GDI has successfully assisted thousands of Métis in achieving education and employment since its foundation in 1980. The erosion of adequate funding for salaries, staffing and core programming has adversely affected the Institute's ability to achieve its mission. In spite of this funding shortfall, the Institute has still been able to attain impressive results.

While government drags its heels, the Institute is at risk of an impending strike by the unionized staff. This will adversely affect the 600 students currently enrolled in our programs and further demoralize staff, management and the Board.

Patience was requested. Patience was given. With no adequate reasons to delay further, the situation is becoming one of grave concern for the Métis. A fair response from government will enable the Institute to continue with its valued work, enable more Métis to pursue education and employment, and avoid hurting staff and students.

The Gabriel Dumont Institute is appealing to Métis citizens for their support on this issue.

## Gabriel Dumont Institute to Celebrate 20<sup>th</sup> Anniversary with the Millennium

The 20<sup>th</sup> anniversary of the GDI is fast approaching.

During the past 20 years, GDI has contributed immensely to the *renewal and development of Métis culture through research, materials development, collection and distribution of those materials and the design, development and delivery of Métis-specific educational programs and services*. In fulfilling its mission statement, the Institute has created a lasting legacy in Métis history and Métis self-determination.

To celebrate this accomplishment, we want to share with the world the story of the Institute's first 20 years, through the production of a book. The proposed name of this History Project is *Owning Ourselves: A History of the Gabriel Dumont Institute*. We plan to highlight students, staff, the Board of Governors, and community remembrances. Contributions to the project through the submission of photos, poetry, biographies, remembrances, prose and stories are welcome.

All graduates and former board members and employees are invited to submit to the project.



### The Napoleon LaFontaine Economic Development Scholarship

The Napoleon LaFontaine Scholarship Committee had the pleasure of awarding (Twenty-two) 22 scholarships to eligible Métis pursuing educational goals. The committee will also oversee the awarding of two scholarships provided by SaskEnergy to the Gabriel Dumont Institute and Dumont Technical Institute.

For further information, please contact us at the Institute, or view our web site at:

[www.gdins.org](http://www.gdins.org)

## Program Highlights



The Gabriel Dumont Institute's oldest program, SUNTEP, continues to fulfill the need to train Métis teachers to work in Saskatchewan schools. This year the number of graduates will approach 500.

SUNTEP Regina is now on the University of Regina campus, providing students with greater access to student services and support. The relocation of the program to campus provides the Institute with a stronger presence as an academic institution. Additional space for other components of the program is still being sought. The G.D.I. Accounting Department has also moved to campus. The students have formed a Métis dance troupe under the direction of Jean Bellgarde. They call themselves *Métis Thunder*.

SUNTEP Saskatoon has been upgrading its library and technological support system. Although the library services are not offered through a full scale library as in Regina and Prince Albert, faculty Linda Lysyk has been providing the service for the Saskatoon Program. Students also have access to the campus libraries. Soup and bannock lunches are held twice monthly for staff, students, and visitors.

Students of SUNTEP Prince Albert have recently completed a trip to the World Indigenous Peoples' Conference on Education in Hilo, Hawaii. The students were also part of the conference program and presented a play highlighting their ancestors.

A session entitled, *Post Secondary Education For Self Determination: A Métis Perspective*, was also part of the program. Facilitating the session were Rita Bouvier, Sheila Pocha and Karon Shmon. The aim of the workshop was to have participants learn about the challenges and opportunities facing an Indigenous controlled educational institution. GDI was highlighted as the example of self-determination in education for the Métis.

## Gabriel Dumont College

# GDC

During the 1998-99 academic year there were 10 full time students enrolled in the college and 141 enrolled in various courses.

Currently, the following courses are being offered at the Saskatoon Campus. Fine Arts 100, English 110, Native Studies 110 (two sections), Native Studies 200, Cree 101 (two sections), and Native Studies 211, for a total of 238 students.

These numbers would indicate that GDC is a viable provider of these and other courses to Métis and non-Métis students. The Institute is exploring options for further development of the college.

The Aboriginal Teacher Associate Certificate Program, located in Meadow Lake, is in its second year of the two year program which will educate and train the participants to be certified teacher associates. As is the case with professional teaching positions, most school divisions do not have a representative work force of Métis teacher associates. A key feature of the program is that the certificate is transferrable into the SUNTEP Program should a graduate decide to become a teacher in the future. The Institute is currently seeking core funding to enable the program to be delivered over a longer range of time.

### Curriculum



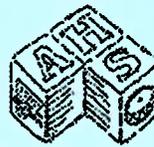
The final phases of the Métis CD ROM project are now underway including the narration, copyright clearance and distribution agreement.

A newer version of the *Two Worlds Meet Study Prints* with additional images is currently being planned in anticipation of a block funding grant through the Canada Council.

*Remembrances: Métis Veterans* has been of high interest to veterans and the community at

large. A second volume is being planned. A children's book titled, *The Sasquatch Exterminator*, will soon be published. The book is the collaborative effort of Métis singer and songwriter, Don Freed, and the children of Cumberland House. Myles Charles has provided the illustrations. The book will have an audio tape to accompany it.

The Curriculum and Publishing Department has been awarded a publishing support grant from the Canada Council. This will enable the department to develop and improve its publishing program.



### National Aboriginal Head Start Training Workshop

The National Aboriginal Head Start Training Workshop was held in Saskatoon, September 19 - 21, 1999. The event, organized by the Gabriel Dumont Institute (GDI), drew over three hundred delegates from across Canada, including parents, board members, program directors, Head Start staff and others associated with the program. Over 90 Aboriginal Head Start project sites exist across the country. The G.D.I. staff was highly acclaimed for the job done, with many delegates calling it the "best one yet". The strong Métis presence in the program and cultural activities was noted. Irene Foster of the National Métis Women's Council attended. It was affirming to hear both Maria Campbell and Sherry Farrell Racette comment that this was a significant undertaking by the Institute on behalf of the Métis.



### Dumont Technical Institute

The Dumont Technical Institute report follows.



**Dumont Technical Institute MNLA Report October 1999**

It is with great pleasure that I present this update to the Fall Métis Nation Legislative Assembly. As the Adult Basic Education and Skills training arm of the Métis Nation of Saskatchewan, Dumont Technical Institute has been busy furthering the educational advancement of the Métis of Saskatchewan. Some of the highlights we would like to bring to your attention include:

**1. Program List**

## Currently Operating Programs

**Dumont Technical Institute Update**

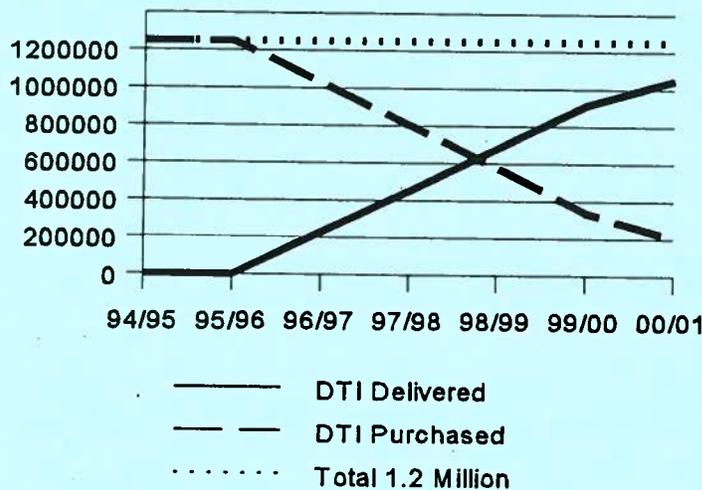
| <b>Program Name</b>  | <b>Location</b>                               | <b>Start/End</b>                           |
|--|---|--|
| <i>Certificate in Aboriginal Employment Development (CAED)</i> | Numerous locations in Northern/Southern Sask. | Sept 99/ Ends with completion of 8 Modules |
| <i>Computer Support Specialist</i>                             | Prince Albert                                 | May 99/April 2000                          |
| <i>Computer Support Specialist</i>                             | Yorkton                                       | Sept 99/Sept 2000                          |
| <i>Practical Nursing</i>                                       | Prince Albert                                 | Sept 99/Sept 2000                          |
| <i>ABE 5-10</i>  | Prince Albert                                 | Sept 99/ June 2000                         |
| <i>ABE 5-10</i>  | Fort Qu'Appelle                               | Sept 99/June 2000                          |
| <i>Adult Secondary 12</i>                                      | Yorkton                                       | Sept 99/June 2000                          |
| <i>Adult Secondary 12</i>                                      | Esterhazy                                     | Sept 99/June 2000                          |
| <i>ABE 5-10</i>  | LaLoche                                       | Sept 99/June 2000                          |
| <i>ABE 5-10</i>  | St. Georges Hill                              | Sept 99/April 2000                         |
| <i>ABE 5-10/GED</i>  | Saskatoon                                     | Sept 99/June 2000                          |
| <i>Urban Youth Employment</i>                                  | Saskatoon                                     | Feb 99/Dec 99                              |
| <i>GED Preparatory</i>   | Regina  | Sept 99/March 2000                         |
| <i>ABE 5-10</i>  | Regina  | Sept 99/June 2000                          |



**2. Adult Basic Education (ABE)** - ABE includes a wide range of programming aimed at increasing the academic and skill base of adult learners wishing to enter the labor market or advanced training.

Since inception in 1992, the Institute has moved from being a purchaser of ABE with other institutions to becoming a deliverer of this training in Métis communities. The line graph illustrates the amount of ABE training and the proportion that DTI has delivered over the past six years.

### DTI ABE Devolution



As can be noted by the accompanying graph, DTI has been steadily and actively developing Métis specific delivery of its ABE programs. Each year our capacity, staff and infrastructure have increased to handle delivery of ABE programming. This trend will continue into the future.

**3. Skills Training** - DTI has the mandate to deliver skills training of two years or less in duration. Largely this training is delivered by way of a Federation Agreement signed with the Saskatchewan Institute of Applied Science and Technology (SIAST 1994). Some of the offerings for 98/99 included:

| Program Name                          | Location      | Program Name                  | Location    |
|---------------------------------------|---------------|-------------------------------|-------------|
| <i>Vocational Forestry</i>            | Beauval       | <i>Micro-Computers</i>        | Saskatoon   |
| <i>Economic Development</i>           | Saskatoon     | <i>Youth Care Worker</i>      | Regina      |
| <i>Home Care/Special Care</i>         | Canwood       | <i>Home Care/Special Care</i> | Rocanville  |
| <i>Integrated Resource Management</i> | Prince Albert | <i>Pipeline Training</i>      | Caronport   |
| <i>Pre-emp. Carpentry</i>             | Duck Lake     | <i>Heavy Equipment</i>        | Garson Lake |
| <i>Facility Maintenance</i>           | Churchbridge  | <i>Entrepreneurship</i>       | Timber Bay  |



#### **4. Activities and Memberships - Promoting Métis Interests in Education**

DTI is active in a number of committees and working groups across the Province, including the following:

- ▶ Northern Labor Market Committee;
- ▶ Keewatin Career Development Corporation KCDC;
- ▶ Clarence Campeau Development Fund;
- ▶ Various Regional Needs Assessment Processes;
- ▶ Various Post Secondary Education and Skills Training Committees;
- ▶ Various Sectoral Steering Committees;
- ▶ LINKS to employment Boards;
- ▶ Health Provider Education Committee;
- ▶ Technology Enhanced Learning Forum;
- ▶ Integrated Accountability Committee; and
- ▶ Numerous other Boards and Committees.

#### **5. Future Directions of Dumont Technical Institute**

**a) Making Advances Towards Apprenticeship** - Apprenticeship is a huge area of training leading to employment in which the Métis are under represented. DTI is striving to establish a mechanism that will indenture Métis apprentices. The Institute is also developing proposals aimed at encouraging private sector partnerships in the area of apprenticeship training.

**b) Health Careers** - There are tremendous opportunities in the area of health careers in the province. Currently DTI is delivering training both in the area of ABE and Skills training to meet these identified opportunities.

**c) Forestry** - DTI has been involved in several meetings addressing the training requirements for the recently announced major expansion of the Forestry Sector.

**d) Partnerships with METSI** - DTI is working hard to establish lasting partnerships with METSI delivery offices. A recent survey and continued dialogue have been established to further this end.

**e) Accessing New Funding** - DTI is in the process of developing proposals aimed at improving the educational opportunities for the Métis of Saskatchewan.

**f) Adopting a Continuous Improvement Approach to Programming** - DTI is implementing a total quality approach to managing its programming. This means that emphasis is being placed on improving the delivery and responsiveness of each program. This focus will ensure that the quality of programming steadily increases into the foreseeable future. Specific activities in this area include, new processes to maintain student records, increased program monitoring, extensive program evaluation, learner input into program developments and continued research into systems to improve the Institute.

In closing, DTI wishes to extend a heartfelt thank you to all of the Métis citizens, organizations, and political leaders who have helped build DTI. Your efforts and contributions are greatly appreciated.