



# THE GABRIEL DUMONT INSTITUTE COMMUNICATOR



Edwin St. Pierre, Photo by George Gingras

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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## LET'S GET SOCIAL



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## HIGHLIGHTS FROM THE LOUIS RIEL AND MÉTIS VETERANS HONOUR WEEK, NOVEMBER 14-19, 2022

By Karon Shmon, Director Culture & Heritage

We had a big week of activities for the Louis Riel and Métis Veterans Honour Week, November 14-19, 2022. The Gabriel Dumont Institute (GDI) hosted the launch of the audio book, *Halfbreed* by Maria Campbell. The English version is read by Maria and the French version, in Michif French, by Dr. Cindy Gaudet.

We attended the unveiling of a large painting by Christi Belcourt entitled "Every Dot, A Prayer for the Saskatchewan Rivers." The painting, commissioned by the College of Law at the UofS, highlights the importance of the Saskatchewan Rivers to our ecosystem. Christi Belcourt spoke eloquently about the importance of the image components of the stunning work.

On Louis Riel Day, we held a celebration at Batoche National

Historic Site, co-hosting with Friends of Batoche and Parks Canada. Elder and Michif language keeper, Harriet St. Pierre, opened the gathering with a prayer. Maria Campbell spoke of the importance of honouring all veterans, including those from 1885 and of the deadly impact on the women and children during the aftermath.

Angela Rancourt sang "Proud to Be Métis" in English, French, and Michif. Christi Belcourt spoke to those in attendance and helped GDI present a gallery wrapped reprint of her work, "The Celebration" to the Batoche National Historic Site, a fitting gift on such a day of sorrow and celebration. Gregory Scofield shared his work on *Louis the Heretic Poems* and his repatriation efforts that will be chronicled in an upcoming GDI Press publication.

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Photo submitted by Brenna Pacholko



Photo submitted by Brenna Pacholko



Photo retrieved from Saskatoon.ca

## SUNTEP REGINA MICHIF FAIR

By Brenna Pacholko, SUNTEP Faculty

The Saskatchewan Urban Native Teacher Education Program (SUNTEP) third-year students hosted a Michif Fair this fall for community members and Dumont Technical Institute (DTI) students and staff.

The Michif fair incorporated six different stations that were planned by the students.

The stations included sash weaving, jiggling, playing Canny Can, learning about natural dyes, Leah Dorion art, and target practice.

SUNTEP students, staff, and sessional instructors also joined in for the fun. Beignes and tea were also served for all to enjoy. Overall, the fair was a great success!

## 21ST STREET SASKATOON BIKE RACKS PROJECT

By Desirae Barker

In 2021, new bike racks were installed along downtown Saskatoon's 21st Street which featured the Treaty 6 and Homeland of the Métis medallions.

These bike racks are part of an initiative to honour Indigenous histories and commemorate the contributions of Indigenous peoples.

Gabriel Dumont Institute collaborated with the City of Saskatoon on this project by providing important historical information on the significance of the medals in order to explain the history of the Métis peoples in Saskatoon. Learn more about this project at:

<https://www.youtube.com/watch?v=8wGON3yDfvk>

# SUCCESS STORY SPOTLIGHT



Nolan Greeyes became a GDI Training & Employment client back in 2017 when he joined the GDI Indigenous Apprenticeship Program in the Auto Body and Collision Technician trade.

Nolan completed the program and became a Journeyperson Auto Body and Collision Technician earlier this year. He is now the co-owner of Spiritwood Paint and Automotive alongside his brother Logan. On top of managing the business and training new apprentices, Logan does a lot of auto body work and paints repaired vehicles. For Nolan, the best part of being an Auto Body tech is the satisfaction of customers and turning a broken vehicle back into its pre-accident condition.

He describes his transition from apprentice to Journeyperson business owner as hard work. "It can be tough starting at the bottom of the ladder sometimes, but hard work always pays off.

My brother and I had been working at the shop for some time, and once the previous owner retired, things just fell into place," explained Nolan. His advice to other Indigenous apprentices is to never quit and look to the future.

*"Hard work won't always be sunshine and rainbows. When you can take of your family and loved ones, it will all be worth it."*

**NOLAN GREYES**







## UPCOMING DEADLINES



**Practical Nursing Program**

Saskatoon Campus **Jan 16**

Prince Albert Campus **Jan 16**



**Class 5 Driver Training**  
La Ronge

**Feb 3**

For a full listing of all current programs and to apply online visit

[WWW.GDINS.ORG/PROGRAMS](http://www.gdins.org/programs)

## DIFFICULT CONVERSATIONS IN THE WORKPLACE

By Trenna Vanghel, DTI Program Coordinator

Nobody likes a difficult conversation. More often than not, they are stressful, harmful to our relationships, and sometimes, they don't even result in how we hoped they would. So why do we continue to have them?

In the article, *You Can't Win by Avoiding Difficult Conversations* (2017), Bruce Patton argues that our behavioural patterns are learned and reflect how we see the world. He points out that our behavioural repertoire can be expanded on and modified through help. He argues "another person offering feedback, suggesting alternative ways of thinking and acting, and inquiring to help the learner understand and reflect on their implicit driving motivations and behavioural logic" can create motivation for change.

An important aspect of any boss' job is prompting their staff to reflect and critically think about their work and interactions within a workplace on a day-to-day basis. Often that means having a conversation about problematic behaviours or incidents and making plans for mentoring or coaching; as a good first step. It is important that an administrator continues checking in to see which supports are working and adjusting those that are not. The conversation itself is likely the most difficult part of this cycle, but it is not the only part.

### Navigating Difficult Conversations

Research has shown that difficult conversations go best when planned. There are six key skills that can help you navigate them:

**Skill 1:** The manager expresses a grounded point of view. This is the ability to explain what they believe the issue to be, why it is important and what they feel the solution to the problem is. This gives the employee the opportunity to understand more clearly where the concern is coming from and examine the evidence. This understanding is important for the employee to be able to engage.

**Skill 2:** The manager seeks a deeper understanding of the other's point of view. This is the manager listening to the employee's side of the problem, seeing where the reported facts may differ and taking them into account. This is also an important part of maintaining or restoring trust with an employee.

**Skill 3:** The manager checks their understanding of the other's point of view. The manager is checking to ensure that they are interpreting their staff member's point of view correctly, showing respect not only for the person but also for their version of the truth. This allows for clarification, further dialogue, as well as a checkpoint to ensure that there are no misunderstandings.

**Skill 4:** The manager helps the other consider alternate points of view.

**Skill 5:** The manager is open to examination of their own points of view. This consideration of other points of view causes doubt of the initial position and openness to alternate solutions. If done well, this step not only leads the other to be open to alternative possibilities but also often shifts the original thinking of me vs. them to us vs. the problem.

**This story continues on page 4**



Photo submitted by Brett Vandale

Brett Vandale, Director of GDI University Programs received the Queen Platinum Jubilee Medal at a Saskatoon ceremony in November. This medal recognizes outstanding Saskatchewanians who have built and continue to build a strong, vibrant society and province through their service, contributions, and achievements.

Congratulations, Brett!







## HIGHLIGHTS FROM NOVEMBER 14-19, 2022

*Continued from page 1*

Many people walked in, or rode to, in a procession to the cemetery where veteran Edwin St. Pierre gave a short address and laid a wreath. The senior students from St. Louis recited the poem “For the Fallen” in tribute to all veterans. A hot lunch was served to all in attendance and was followed with entertainment by Donny Parenteau.

Parenteau also paid tribute to the veterans by sharing the making of the GDI produced “Honouring Our Heroes” CD and video and providing several songs from the album. We celebrated the strength of our veterans with lighter entertainment that included much of Parenteau’s repertoire and the song he created with the students from St. Louis who were present to sing it with him.

While we usually alternate our celebration between Saskatoon

and Batoche, it was particularly touching to hold it at Batoche, in-person, after several years of disruption due to the pandemic.

We spent very little time outside and were reminded that the fall weather in Saskatchewan is not unlike that endured by the Métis of Batoche in 1885 during the days of the resistance. We had the luxury of warm clothing and boots and somewhere to go and something to eat when our short walk and tribute was over. This helped put the suffering our ancestors endured to uphold and advocate for our rights into perspective.

Maarsii to Louis, Gabriel, and all the Métis involved in the 1885 Resistance and to those who served, and are serving, up to the present. 🌍

## DIFFICULT CONVERSATIONS IN THE WORKPLACE

*Continued from page 3*

**Skill 6:** The manager and employee agree on what to do next. This is the step wherein the manager works toward a solution that is mutually appealing and addresses both the task and relationship.

Difficult conversations are a necessary tool within any environment where humans interact. The modern world has fostered an environment where many people spend as much or more time at work compared to anywhere else, increasing the importance of these conversations due to those proportions.

In order to create work environments that prioritize trust, growth, and learning for employees,

conversations must be undertaken with an understanding of what makes a difficult conversation satisfying for both parties and doing away with tactics that can create fear and anger.

Working in the education sector involves such a complex set of skills that work is almost never perfect. The key to being an accomplished worker is acquiring the skill to continually improve one’s practice—an important part of that is reflection and conversation. We all have a responsibility to broach these conversations so that we can all benefit from a workforce that is continuously growing and learning. 🌍



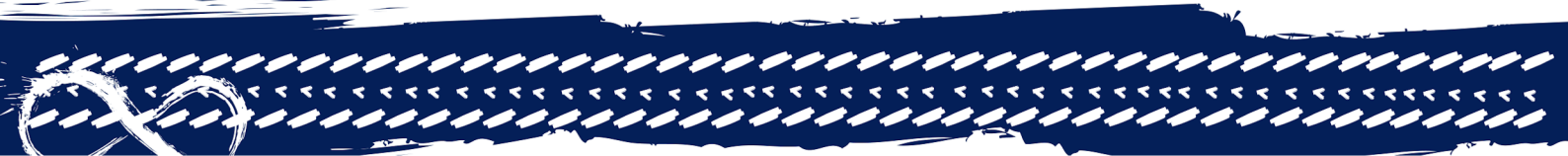
Angela Rancourt and Maria Campbell, Photo by George Gingras



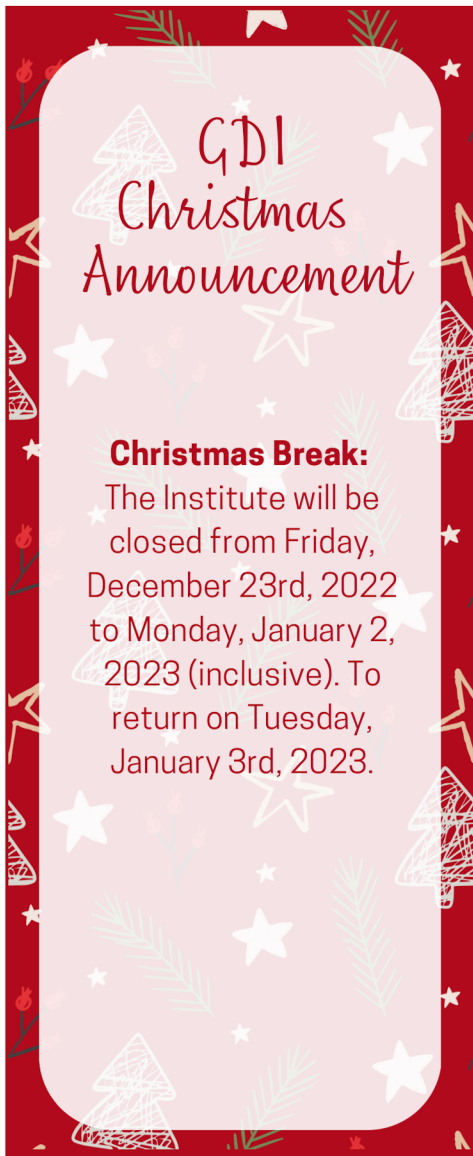
Sophie McDougall, Photo by George Gingras



Edwin & Harriet St. Pierre, Photo by George Gingras







### ERP UPDATE

Are you interested in knowing more about the ERP-SIS (Enterprise Resource Planning - Student Information System) project in which all Saskatchewan Regional Colleges and Gabriel Dumont Institute are currently engaged?

For those who are not aware, ERP-SIS is the new Finance, Human Resources, and student information management system that is currently being developed. This system will be an all-encompassing self-service model program that will affect all staff and all facets of GDI's operations. In addition to a new financial system, there will be a fully integrated human resources system and student information system. All staff in the Institute will be users of the system and will be accessing this system regularly.

#### Cumberland College Sessions

Ongoing, open online sessions are being held on the last Monday of each month beginning at 11 am. These sessions will inform participants on where the project is taking us, current progress, and

more about the products we will be using in the future. Contact Rebecca Cross [rcross@cumberlandcollege.sk.ca](mailto:rcross@cumberlandcollege.sk.ca) for meeting invite.

#### GDI Bi-Weekly Info Meetings

GDI hosts bi-weekly teams meetings to ensure all staff have as much information as possible to assist in this system transition. If you have missed the invite for the bi-weekly meetings, please contact Gary Kichula at [gary.kichula@gdins.org](mailto:gary.kichula@gdins.org) to be added to meeting series.

#### GDI ERP Info Sharing site

The GDI ERP Info Sharing site is accessible for everyone. Here you will find documentation and videos outlining the new ERP system. Documentation will continually be added as it becomes available.

To access the site visit: <https://gabrieldumont.sharepoint.com/sites/ERPInfoSharing>

## DECEMBER 2022 FINANCE & PAYROLL CUTOFF CALENDAR

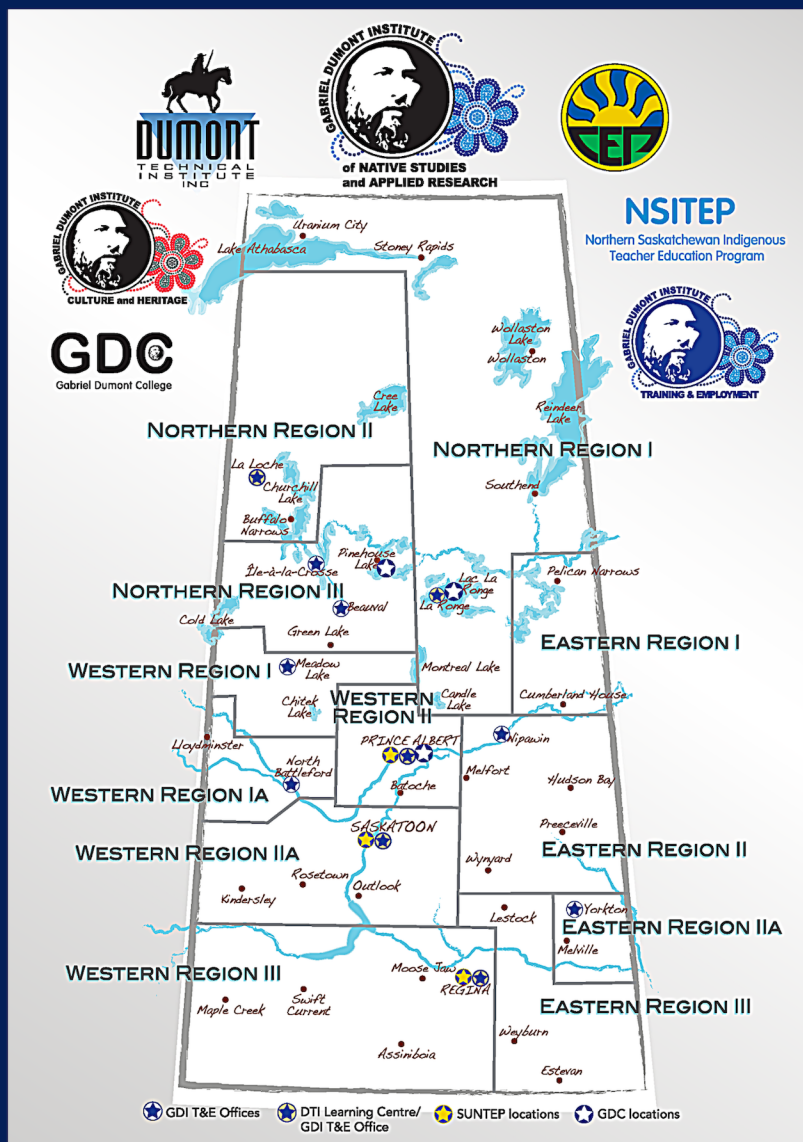
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
				Accounts Payable Cheque/EFT Run	Student Payday Cutoff @ 4:30 for Accounts Payable Invoices	
4	5	6	7	8	9	10
				Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/P Invs - Timesheets & Payroll Revisions for Dec 15 Payday	
11	12	13	14	15	16	17
		Cutoff @ 3 pm for Stop Payments on Student Dec 16 Direct Deposits		Staff Payday A/P Cheque/EFT Run Cutoff @ 4:30 for Timesheets & Payroll Revisions for Dec 30 Payday	Student Payday Cutoff @ 4:30 for Accounts Payable Invoices	
18	19	20	21	22	23	24
		Accounts Payable Cheque/EFT Run		Cutoff @ Noon for Stop Payments on Student Dec 30 Direct Deposits		
25	26	27	28	29	30	31
Christmas Day Stat Holiday	Boxing Day Stat Holiday				Staff Payday Student Payday	

EMPLOYEE CONTRACTS DUE AT PAYROLL UPON JOB ACCEPTANCE. PAYROLL MUST RECEIVE CONTRACTS PRIOR TO PAYROLL CUTOFF DATE IF RECEIVED AFTER THE CUTOFF DATE, THE EMPLOYEE WILL BE PAID ON THE FOLLOWING PAY PERIOD MRTS DUE BY THE 15TH OF EVERY MONTH





# CONTACT US



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Previous issues of the *Communicator* can be found online at [www.metismuseum.ca](http://www.metismuseum.ca)

If you would like to submit an article for the *Communicator* please contact Desirae Barker at [desirae.barker@gdins.org](mailto:desirae.barker@gdins.org)

