



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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GDI Awarded \$3.75 M ASTSIF Contracts

By Lisa Wilson

GDI is pleased to announce that two proposals submitted under the Aboriginal Skills and Training Strategic Investment Fund (ASTSIF) were approved by Service Canada and contracts totalling more than \$3.75 million have been awarded to the Institute.

In the spring Human Resources and Skills Development Canada (HRSDC) announced the creation of the ASTSIF as part of Canada's Economic Action Plan. As an AHRDA holder GDI was eligible to apply for the regionally-delivered ASTSIF funding.

The largest of the projects is the Health Sector Aboriginal Human Resources Initiative. The Health initiative is an innovative new partnership between GDI, eight provincial health authorities, Northern Health Strategy, Northern Health Sector Training Sub Committee, and government and community partners. The Health project will see 11 new health-sector training programs offered in cooperation with Health Regions throughout the province. The Health

initiative will provide training opportunities to 240 people over 18 months. Jobs will be in all areas of the health sector, including Medical Laboratory Assistants, Continuing Care Aides, Sterilization Processors, entry-level positions, and office workers.

Training programs are slated for LaRonge, Saskatoon, Prince Albert, Buffalo Narrows, North Battleford, Nipawin, Yorkton, and Regina, in partnership with the various Health Regions.

The second project is the Strategic Partnership Development initiative. This exciting new project is aimed at the pro-active marketing of GDIT&E partnerships, programs, services, and clients to small to medium sized employers across Saskatchewan. The project aims to target municipalities, cities, provincial government departments, and private sector employers that will receive funds flowing from federal economic stimulus. The Partnership Development office will be established in the DTI building in Saskatoon under an in-kind contribution from DTI. DTI

is a significant partner in both the new training initiatives.

The intention of the ASTSIF fund is to strengthen partnerships between Aboriginal employment service organizations and employers through training-to-employment programs linked to concrete job opportunities. The fund supports short-term, focused initiatives designed to help Aboriginal people obtain the specific skills they require to benefit from economic opportunities.

The fund will be an important step toward implementing the partnership- and results-based successor to the Aboriginal Human Resources Development Strategy (AHRDS), to be put in place in April 2010.

For more information on the ASTSIF visit the HRSDC website at <http://www.hrsdc.gc.ca> or contact Tavia Laliberte, GDIT&E Director, at 242-6070.



Policy Updates

By Lisa Wilson



Several policy changes were passed at the last GDI Board of Governors meeting, including changes to the hiring policy; employee discipline policy; maternity/ parental/ adoption leave policy; return to work policy; and individual sponsorship program (T&E) policy.

The hiring policy now contains greater detail and is more comprehensive, to include information about the composition of the hiring committee, personnel requests, job postings, interview processes, internal transfers, reference checks, offers of employment, and potential hiring conflicts.

The employee discipline policy is based on a progressive discipline model and outlines the steps taken for progressive discipline, required action, resolution, and appeal process. The policy statement also includes a “zero tolerance” policy toward racism as an affront to the principles, ideals, and goals that the Institute was founded on.

The maternity/ paternity/ adoption leave policy includes information on

eligibility requirements, procedure for requesting leave, benefits, and parameters for the maximum allowable duration of leave.

The return to work policy is new policy for the Institute and includes details about the return to work process for employees who have been injured off the job or fallen ill. The policy aims to safely return employees who have missed work for a period of time to employment at the earliest possible date following an injury or illness. The policy defines responsibilities of employees, supervisors, and human resources personnel.

Finally, the policy changes to the T&E individual sponsorship program include those sections regarding Employment Insurance sponsorship. The changes update terminology and references as well as make changes to EI inquiries processes.

The GDI Governance Committee regularly reviews and develops Institute Policies and Procedures with the objectives of enhancing

performance, understanding, and transparency, and improving internal structure. The work of the Governance Committee is part of a broad-based plan launched in July 2007 for the consolidation and development of Institute policies and procedures.

The ultimate goal of policy consolidation and development is to present the Institute's policies and procedures in a user-friendly digital format that follows a standardized formatting scheme. Cory McDougall, Director of Administration, is responsible for the overall project.

For more information or to receive copies of these policy updates please contact Jim Edmondson at 306.657.2272. Institute policy and procedures can be accessed by employees on the GDI Intranet at <https://www.gdins.org/internet>. See “IT Updates” in this edition of the GDI Communicator for more information on the GDI Intranet. 🌐



Profile of *SaskTel Métis Scholarship* Recipients

By Lisa Wilson

In the spring of 2009, Gabriel Dumont Institute Training & Employment (GDIT&E) and SaskTel entered into a joint partnership agreement to provide the *SaskTel Métis Scholarship*. The first deadline for applications to the scholarship was May 1st. The *SaskTel Métis Scholarship* had 34 applications. On May 26, 2009 the GDI Scholarship Selection Committee convened to review applications. Seventeen students received scholarships in the amount of \$500 each. Recipients have granted permission for the Gabriel Dumont Institute to provide their name, photo, course of study and submitted statement for publication purposes. Profiles for some of the *SaskTel Métis*

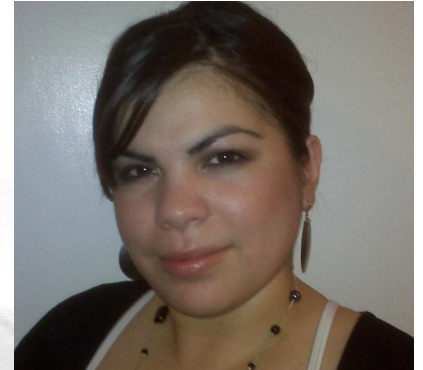
Scholarship recipients are as follows:

Deanna Fahl lives in Prince Albert, where she graduated from high school in 2007. After taking a year off school, Deanna decided to take her Office Education Course at SIAST Woodland Campus. Deanna will complete her course May 1, 2009 and looks forward into settling into a career in Prince Albert.



Deanna Fahl, SaskTel Métis Scholarship Recipient, 2009 (above)

Erin Hansen currently resides in Prince Albert but is originally from Pinehouse Lake. Erin moved away from home and moved back five years ago to attend Northlands College and earned her diploma in Early Childhood. She just finished the Office Education program at SIAST and is looking forward to starting her new job.



Erin Hansen, SaskTel Métis Scholarship Recipient, 2009 (above)

Jaclyn Smith is currently living in Prince Albert taking the Office Education program at the Woodland SIAST Campus. After working and volunteering with many different organizations throughout her life Jaclyn feels the best fit for her is to find permanent work as an administrative assistant.



Jaclyn Smith, SaskTel Métis Scholarship Recipient, 2009 (above)

2008-2009 Annual Report Submissions

By Lisa Wilson

Annual Report preparation is currently underway for the 2008-2009 year. Information and reports on the various programs, departments, and entities of GDI have been requested from Program managers and Directors. The 2008-09 Annual Report covers the fiscal year April 1, 2008-March 31, 2009 for all programs except DTI and Scholarship Foundation.

The Institute will be maintaining the new format for the AR, which encourages a more personal perspective on students, staff, and accomplishments of the Institute. Of particular interest are special events, student success stories, awards, stories of teaching excellence, and special innovations or initiatives of the Institute that can be highlighted in the 2008/2009 Annual Report.

Please consider submitting content ideas and photos suitable for the Annual Report.

Furthermore, if you have particular feedback/comments/suggestions about the most recent Annual Report please feel free to send your suggestions to Lisa Wilson at lisa.wilson@gdi.gdins.org.



GDC Graduate Students -- Update

By Lisa Wilson



Réal Carrière, GDC Graduate Student Bursary Recipient (above)

Réal Carrière received a GDC Graduate Student Bursary in 2008 in support of his Master's degree in public policy at the University of Regina. Mr. Carrière's program is course-based; however, he has conducted Métis-specific research in a number of areas as part of his course work. The following is Mr. Carrière's description of his work:

As part of my class-based master's program, a significant amount of the research that I have completed is related to Métis people. The research that I have completed includes papers that deal with the status of Aboriginal health in Saskatchewan, welfare policy in Aboriginal communities, and recognition of Aboriginal languages in Canada. Some of my ongoing papers include implications of resource revenue sharing in Aboriginal communities and an analysis of Aboriginal economic development policy in Saskatchewan. Though this may seem like a wide variety of issues, I feel that I have learnt a lot about the Aboriginal community, in particular the limitations that are placed on Aboriginal institutions, such as the Métis Nation of Saskatchewan, in creating effective policy and programming.

Roy Pogorzelski is a Saskatchewan Métis student studying at the Catholic University of Leuven in Belgium. Mr. Pogorzelski received a GDC Graduate Student Bursary in 2008 in support of his Master's work in the area of Métis identity in Canada. A description of his research is as follows:

I am currently studying in the Culture and Development Studies Program (CADES) at the Catholic University of Leuven in Belgium. This program is an Advanced Masters Program with the aim at looking into the issue of sustainable development and participation of local indigenous populations in their own development. The thesis research I have decided to undertake in my program is about the issue of Métis identity in Canada. I am going to explore the history and foundations of Métis nationalism in Canada. As well, I will discuss current debates around identity, how the courts and government policy has impacted Métis identity and the views of Métis organizations definitions of "who is Métis?" I will attempt to acquire interviews with Métis people on the issue of identity.

This paper will act as an awareness paper in Europe about the Métis

people as an indigenous group. In Europe, the awareness and understanding of Métis culture is non-existent. This research then becomes a way to share my culture and explore the important issue of Métis identity. I will attempt in my research to display the current complexities that the debate on identity has caused. I will also portray the uniqueness of the Métis people and culture as an Aboriginal group under the Canadian Constitution section 35 through accounts of their strong presence in Canadian history.

The *Gabriel Dumont College Graduate Student Bursary Program* is a three-year pilot based on an annual contribution from Gabriel Dumont College (GDC). The value of each award is up to \$10,000 for each academic year of study at a recognized university in Canada or abroad.

Although the program has completed its three-year pilot, the GDI Board has extended it for the October intake pending a review of the program. The next deadline to apply for the *Gabriel Dumont College Graduate Student Bursary Program* is October 6th. For more information please visit the GDI website at www.gdins.org.



Roy Pogorzelski, GDC Graduate Student Bursary Recipient (above)



IT Update

By Gareth Griffiths

GDI Intranet

The GDI Intranet is a private area of the internet that only staff members will be able to use. Currently available on the Intranet are the GDI Policies and Procedures Manuals and a new Electronic Travel Claim Form. The intranet is available at <https://www.gdins.org/intranet> and is protected by a username and password. For Great Plains and Contact4 users, access is granted through your normal username. For all other staff, please request access by sending an email to support@gdins.org to request access.

Future enhancements will include back copies of the GDI Communicator, Standard Payroll and HR forms, and other documents.

Electronic Travel Claim Form

In order to reduce printing costs and to ease the

travel claim process there is now an electronic version of the Expense Claim Form. The form is in Microsoft Excel and will automatically calculate mileage, expenses etc.

IT Support

For the months of July and August, 124 new IT Support Calls were received; approximately 3 new calls per day. The call type for these is illustrated in the chart below.

To request IT support, please email support@gdins.org. You will receive a response by email or telephone with the aim to resolve the issue as quickly as possible.

Sophos Anti Virus

Installation continues at pace. We are now installed on around 100 machines over 7 sites. Since May, the system has recorded 687 alerts, which are Viruses, Spyware or potentially harmful applications. Most of these have been automatically removed, or prevented from running.

Once the Anti virus is installed and operational,

we will begin investigating other parts of this software, such as Application control (that can prevent programs such as windows Messenger, etc. from running on the local machine) and Network Access Control (which can allow access to the network only if the computer meets defined criteria). Further installations will continue over the coming months.

New Servers

New fileservers have been purchased for both Head Office and Prince Albert. Both servers are configured with mirrored disks for fault tolerance.

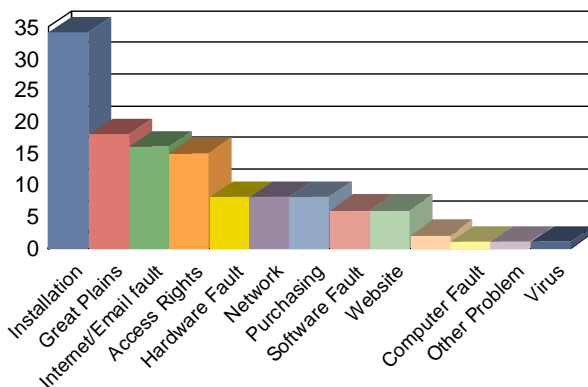
The Head Office server will replace the aging DTI server, and will allow multiple DOMAINS to be merged, allowing for easier control and administration in the future.

The Prince Albert server is also to replace an aging fileserver, and will improve the reliability and will also enable IT to support this fileserver remotely. A new firewall will also be setup to allow this to work.

The installation of both of these will begin in the next month. 🌐



Work Orders



- Installation
- Great Plains
- Internet/Email fault
- Access Rights
- Hardware Fault
- Network
- Purchasing
- Software Fault
- Website
- Computer Fault
- Other Problem
- Virus

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Back issues of this newsletter
can be obtained at:

[www.metismuseum.ca/brows
e/index.php/833](http://www.metismuseum.ca/brows/e/index.php/833)

We're on the Web!

See us at:

www.gdins.org



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research



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GDI Publishing Saskatoon

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GDI Finance and Operations

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[http://gdi.voyager.uregin
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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