

March 2013
Volume 7, Issue 3
DTI 20th Anniversary
1992-2012



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

In this issue:

- GDI Client Persistence
- GDSF Golf Tournament
- IT Update
- Métis Veterans' Monument

Highlights:

- Métis Win Land Dispute 2
- GDI Annual General Meeting 3
- GDI Open Houses 4
- Joselyn Cosh, A Success Story 4

Client Persistence: It's the Journey That Matters

By James Oloo

GDI continues to be an institute of choice for Métis students. Between 2009 and 2012, for example, DTI had a total enrolment of 856 clients in its Basic Education (BE) program and 1,003 clients in its skills training programs. There were also enrolments in apprenticeship, SUNTEP, GDC and interventions by GDIT&E.

Equally important are proportion of clients who successfully complete their programs. At DTI, completion rates between 2009 and 2012 were 60% for BE and 82% for skills training. DTI completion rates in skills training are significantly better than those for similar colleges in Saskatchewan. As of November 2012, we had a total of 98 clients in the GDI Apprenticeship Initiative of whom 23 or about 22% were laid off, quit, or were fired.

We have often featured success stories of GDI clients who started on a training journey and despite a stumble or challenges, persist and complete their journey. GDI is always there for them throughout that important journey.

Persistence here refers to the client's commitment to pursuing and completing a training journey. As it often happens, clients' journeys do have detours and slippery

paths. Aboriginal people in general face multiple challenges and the reason for completions may or may not be within the control of a client.

The concept of persistence may be useful especially when working with clients who have previously experienced changes at school, dropped out, or are at a risk of dropping out. At the heart of client persistence are multiple barriers faced by our clients and the client's own motivation. GDI can and often does empower clients to overcome the barriers and/or return to study after a disruption. The key is to see learning and interventions as a journey rather than a destination.

There are various reasons why clients may disengage from learning including financial challenges, competing priorities at work or at home, low aspirations, lack of knowledge about career paths, and prior negative experiences with schooling. So how can we reach the clients who are at risk of being disengaged?

To get through the hardest journey we need take only one step at a time, but we – GDI and the clients - must keep on stepping. We should explore schooling challenges and opportunities and work with

individual clients to address the barriers while taking advantage of the opportunities. We can, for example, help build clients' self esteem and let them know that they are indeed capable of attaining learning objective. Let them hear from peers who have followed the same journey and see figures such as those of estimated lifetime earnings by level of education.

Also, provide flexible learning options and embed relevant literacy and numeracy to help improve the client's skills. As well, create a welcome, fun, and supportive learning environment that is respectful of client's individuality; acknowledge that clients' lives are complicated; provide positive role models to inspire clients to achieve their goals; and always strive to be understanding about why clients feel the need to drop while continuing to convince them not to. Programs must make a firm commitment to client persistence; show a sincere interest in the clients and directly address their personal difficulties while demonstrating high expectations for the clients. GDI is already doing most of these.

If we can empower clients who are likely to drop or be pushed out by the multiple barriers, then they will have a better chance of completing the journey. As Ursula LeGuin says, "it is good to have an end to journey toward, but it is the journey that matters, in the end."



After 140 Years, Métis Win Land Dispute in Court

By James Oloo

The Supreme Court of Canada ruled on March 8, 2013 that the federal government failed to properly distribute land grants that were promised to the Manitoba Métis of the Red River Settlement in 1870.

Manitoba Métis Federation (MMF) sought declaration by the Supreme Court of Canada of the federal government's failure to implement 1870 land deal that ended the Red River resistance.

The Métis argued that Canada reneged on its promises under the Manitoba Act, which created the province and brought it into Confederation. The Manitoba Act, made in 1870, promised to set aside 5,565 square kilometres of land for 7,000 children of the Red River Métis.

In siding with the MMF, Canada's highest court declared that "the Federal Crown failed to implement the land grant provision set out in ... the Manitoba Act, 1870 in

accordance with the honour of the Crown." The Crown "acted with persistent inattention and failed to act diligently to achieve the purposes" of the land-grant agreement, the judgment reads. "This was not a matter of occasional negligence, but of repeated mistakes and inaction that persisted for more than a decade.... This was inconsistent with the behaviour demanded by the honour of the Crown: a government sincerely intent on fulfilling the duty that its honour demanded could and should have done better."

The Supreme Court noted that "The unfinished business of reconciliation of the Métis people with Canadian sovereignty is a matter of national and constitutional import," that can only be achieved by resolving the issue of the 1870 land deal between Canada and Métis. This is what Métis have been saying for years!

The land deal was made to settle the Red River resistance, which was fought by Métis led by Louis Riel in a bid to hold onto their land and Métis culture amid growing white settlement.

MMF requested a declaration that the constitutional agreement was not upheld. Federal lawyers argued that the case should be thrown out because it is over 100 years old and that the federal government had not failed to fulfill its promise.

The ruling ends 30 years of legal dispute brought by the MMF against the federal government. While the Court has not ordered any particular remedies, its decision could open the door to negotiations toward other forms of compensation to the Métis.

MP Jean Crowder, the NDP's Aboriginal Affairs Critic, has called on the federal government to negotiate with the Métis in "good faith." The federal government issued a statement saying it is reviewing the ruling. 



Frank Tompkins
Métis Veteran, Canadian Forces
Photo by Envoguephotography.ca

Second Annual GDSF Golf Tournament

By James Oloo

Mark your calendars! On Friday, May 31, 2013, the second annual Gabriel Dumont Scholarship Foundation (GDSF) Golf Tournament will take place at the Moonlake Golf and Country Club in Saskatoon (www.moonlakegolf.com).

The goal is to raise \$20,000, which will be matched by the Saskatchewan Innovation and Opportunity Scholarship fund. All money raised will be awarded as scholarships to Métis students.

There are three main ways by which people can be involved: individual registration, team registration, or corporate sponsorship. The golf tournament is a four-person Texas scramble. In addition, there is a banquet-only option for those who would like to attend and support the event but do not wish to golf. Registration is now open until April 15, 2013.

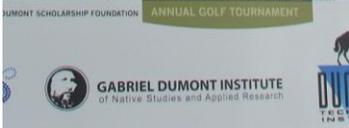
The inaugural GDSF Golf Tournament held at the same venue last May was

highly successful and attracted over 100 golfers.

GDI has been administering scholarships for the Métis people of Saskatchewan since the early 1980s through its GDSF. A Scholarship Trustees and Selection Committee issues scholarships twice per year to Métis students. To date, GDSF has awarded more than 2,100 scholarships worth over \$1.2 million to Métis students. For more information, please visit www.gdins.org. 



Photo by Lisa Wilson



IT Update

By Gareth Griffiths

Website

In the month of February 2013, the Gabriel Dumont Institute website (www.gdins.org) received around 76,000 page hits (excluding the main news feeds). The highest activity has been seen on the Home Page, Apply to DTI, DTI Programs and Contact Us pages. The RSS News feeds add another 50,000 hits to the counter; with the Employment Vacancies (both internal and external) pulling in over 10,000 hits each.

IT Support System

In February 2013, we received 38 new IT requests to the support system, of which 30 have been completed and closed (78% closure rate). Overall, we closed 35 calls during this period. There are currently 35 open Work Orders.

Website Redesign

Work on the planning stage of the website redesign continues. This work is being carried out by the Website Steering Committee. We have a draft of a design specification, and this has been sent as a Call for Proposals to web development companies.

Online Payslips

We are moving forward with the implementation of the Online Payslips system. This will enable employees to

access their own Payroll pay slips and T4 information online automatically, greatly reducing the processing costs, and the amount of paper used to send payslips out to staff.

The initial setup and configuration is completed, and we are in the training and testing phase. It is intended to involve around 20 staff to test the system until the end of April to make sure that the web server is able to handle the incoming requests. In May, we will roll this out to all staff. We will parallel run the online processes with paper based payslips for the first six months, with a view to switch over by December 2013.

Sophos v10

The AntiVirus rollout to v10 has been completed successfully. This upgrade was painless and automatic. Almost all GDI machines currently in use have received the updated files, and together with the network, should be protected from potentially harmful threats.

Once installed, the only difference you will notice is a new Sophos logo on the bottom right of your screen.

Sask 10 digit dialing

As mentioned in the February 2013 *GDI*

Communicator, Saskatchewan is adopting a second area code (639), starting May 25, 2013. As a result, 10-digit dialing will become mandatory starting on May 11. Customers will need to add the area code before dialing the usual seven digits.

Before May 11, 2013, all stored local fax and phone numbers will need to have the 306 area code added to them. This will affect cell phones, desk phones, fax machines and other automated dialing functions. This can even be done now, as it has worked for the last 12 months. Please bear in mind this will even affect text messaging and other functions that refer to a phone number.

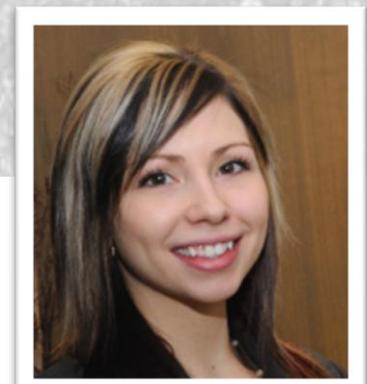
We are going to develop a changeover work plan to ensure all major systems are addressed. You can start now on your own personal devices, such as phones, address lists, etc.

Should you need assistance with changing these entries or if you have any IT related problems, please contact IT at support@gdins.org to ensure that the issue is addressed in an expedient manner with built-in accountability measures and service standards. 🌐

opportunity to socialize. For more information, please contact Rhonda Pilon, Senior Administrative Coordinator, at (306) 242-6070 or toll free at 1-877-488-6888. 🌐



Maria Campbell
Photo by envoguephotography.ca



Joselyn Cosh
Photo credited to JM Cosh

GDI Annual General Meeting

Gabriel Dumont Institute Board of Governors has called for an annual meeting of the membership. The GDI Annual General Meeting will take place on Saturday, April 20, 2013 at the Gabriel

Dumont Institute 1235 – 2nd Avenue North in Regina, SK from 9:30 a.m. to 12:00 noon. Please note that light lunch will be served after the meeting and members will have the



Success Story: Joselyn May Cosh

By Sheena Yew and James Oloo

Joselyn Cosh is the Catering Supervisor at the University of Saskatchewan's University Club. She is a 21 year old Métis and former client of GDI Training & Employment who obtained a diploma in Hotel and Restaurant Administration from SIAST Kelsey Campus in 2012. Her Employment Counsellor, Sheena Yew, arranged for an interview with Joselyn to talk about her journey.

Joselyn first heard about GDI Training & Employment from a GDIT&E employment counsellor when she was in Grade 12 in her hometown of Nipawin. Already working in the hospitality industry at the time, Joselyn, notes with appreciation that the counselors influenced her decision to pursue a career in Hotel and Restaurant Administration.

Her typical day at work involves taking reservations for lunches, suppers, meetings, and events, cash control procedures, and supervising staff. Joselyn also completes monthly inventory and is responsible for nightly close up

and lock up of the facility. Joselyn enjoys her knowledgeable and experienced managers who have a compatible and strong work ethic. She not only likes her role of guiding others in the right way to go about things at the workplace at the Club, but Joselyn also gets to experience working on office projects, such as some accounting processes and inventory control and product ordering. Her career goal is to one day get into a senior management position at the University Club.

Joselyn shares her secret for success: "Listen attentively in school, complete all assignments on time, study the entire product within the industry, and then go out and DO IT!" She notes that while classroom is important, hands on experience is crucial for success in the hospitality industry.

Looking back on how GDIT&E has been helpful to her along her journey, Joselyn states that GDI provides clients with "moral support and encouragement to find the right

job suited for each person's own unique self. Secondly, they can guide you in taking the correct steps to reach the goals, and again, always there to support you and listen to concerns and answer questions. And lastly, GDI will financially help those Métis people who may think they cannot afford to go through schooling, while maintaining a stable lifestyle."

She says that "I could not be more grateful to GDI for assisting me throughout the entire process of me applying for school, applying for funding, and completing the tough, two year course. Without the help and motivation from employment counsellors, I would not have been able to do it alone. Thank you very much!" Congratulations Joselyn and best wishes in achieving your career goals.

For more information please contact Sheena Yew, Employment Counsellor, GDIT&E at (306) 683-3634 or sheena.yew@gdite.gdins.org



Edwin St. Pierre
Metis Veteran, Canadian Forces



Frank Tompkins
Metis Veteran, Canadian Forces



Jim Durocher
Metis Veteran, Canadian Forces
Photos by envoguephotography.ca

GDI Open Houses

By Lisa Wilson

Over the past several years GDI has been fortunate to be able to purchase a number of buildings that add to GDI's growing property asset base. These new properties provide necessary office and classroom space and act as an interim step toward the Institute's long-term goal of a Métis Centre of Excellence.

In 2011 and 2012, GDI undertook renovations and upgrades to our Prince Albert

building, which houses SUNTEP, DTI, and the GDI Prince Albert Library; to the new Regina building, which houses DTI and GDIT&E front-line offices; and to the new Saskatoon building, where DTI classrooms, staff offices, and GDIT&E front-line offices are located.

The facility renovations are now complete, and the Institute will be holding an Open House this spring in each of the locations as follows:

Regina, April 20th, to coincide with the AGM; Prince Albert, May 16th, to coincide with the SUNTEP PA graduation, and Saskatoon, May 30th, the day before the annual GDI Golf Tournament.

Round Prairie Ventures, a Métis owned and operated company hired in 2011 to manage and maintain all GDI-owned facilities, coordinated and oversaw the building renovations.



Veterans' Monument Update

By Lisa Wilson

In early April GDI will be consulting with a small group of Métis Veterans regarding the proposed Veteran's monument for Batoche. For a couple of years now GDI has been leading the fundraising efforts for the monument, accepting donations from Métis Veterans, their families, and other interested parties from across Canada, and issuing tax receipts on behalf of the project. To date, we have raised approximately \$136,000 for the structure, including Federal and Provincial government sources of revenue.

While the initial concept design was estimated at \$300,000 several years ago, that cost has only increased with time.

Furthermore, the Federal and Provincial funding pots both have expiry dates attached to them, adding a sense of priority to the project. At the February 8, 2013 Provincial Métis Council meeting, the motion was passed authorizing the Clarence Campeau Development Fund (CCDF) "to direct the next \$100,000 capital grant for Batoche towards the Métis Veterans monument to be constructed on the

Métis Nation-Saskatchewan Batoche grounds effective for the 2013/14 fiscal year." This recent development puts the realization of the Métis Veteran's Monument within reach.

The Métis Veteran's are being consulted in order that we may proceed with the next phase of the project. The Veterans will provide advice and feedback on monument designs within the current budget and timeline realities. We very much look forward to the counsel and wisdom of the Métis Veterans on this consultation. 



Edwin St. Pierre

Métis Veteran, Canadian Forces
Photo by Envoguephotography.ca

Payroll Cutoff Calendar, April 2013

By Carmala Thiessen and Veronica Buschnyski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
	Easter Monday Stat Holiday	Cutoff @ 3 pm for Stop Payments on Student Apr 5 Direct Deposits		Accounts Payable Cheque Run	Student Payday Cutoff @ 4:30 for A/c Payable Invoices	
7	8	9	10	11	12	13
	Cutoff @ 4:30 for Apr 19 Student Payroll	Cutoff @ 4:30 for Timesheet & Payroll Revisions for Apr 15 Payday		Accounts Payable Cheque Run	Cutoff @ 4:30 for A/c Payable Invoices	
14	15	16	17	18	19	20
	Staff payday	Cutoff @ 3 pm for Stop Payments on Student Apr 19 Direct Deposits		Accounts Payable Cheque Run	Student Payday Cutoff @ 4:30 for A/c Payable Invoices	
21	22	23	24	25	26	27
	Cutoff @ 4:30 for May 3 Student Payroll		Cutoff @ 4:30 for Timesheet & Payroll Revisions for Apr 30 Payday	Accounts Payable Cheque Run	Cutoff @ 4:30 for A/c Payable Invoices	
28	29	30				
	Cutoff @ 4:30 for Apr 5 Student Payroll	Staff Payday Cutoff @ 3 pm for Stop Payments on Student My 3 Direct Deposits				

Employee contracts due prior to payroll cutoff date.
New employee contracts due at payroll upon job acceptance.
MRTs due by 15th of every month.



Gabriel Dumont Institute/Dumont Technical Institute

917 22nd Street West
Saskatoon, SK
S7M 0R9

PHONE:
(306) 242-6070

FAX:
(306) 242-0002

E-MAIL:
general@gdi.gdins.org

Back issues of this newsletter
can be obtained at:

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

Follow us on Twitter!
@gdins_org



Visit us at:
www.gdins.org



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

GDI Locations

GDI Head Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

GDI Publishing Saskatoon

2—604 22nd Street West
Saskatoon SK S7M 5W1
Phone: (306) 934-4941
Fax: (306) 244-0252

GDI Finance and Operations

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 975-0903

DTI Head Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

Toll Free (DTI):
1-877-488-6888

SUNTEP Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 764-1797
Fax: (306) 764-3995

SUNTEP Saskatoon

Room 7 McLean Hall
University of
Saskatchewan
106 Wiggins Road
Saskatoon, SK S7N 5E6
Phone: (306) 975-7095
Fax: (306) 975-1108

SUNTEP Regina

Room 227 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4110
Fax: (306) 347-4119

GDI Training and Employment Head Office

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 683-3508

Toll Free (T&E):
1-877-488-6888

GDI Library Regina

Room 218 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4124
Fax: (306) 565-0809

<http://gdi.voyager.uregina.ca/>

GDI Library Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 922-6466
Fax: (306) 763-4834

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